

Inclusion and Employee Experience

A lever to attract future talent

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On the journey...



to becoming the most admired employer in the United Kingdom

Agenda

- 1 - What is inclusion and why is it important to engage and retain your employees more than ever before.
- 2 - A look at the causal nature of inclusion as a behavior.
- 3 - The major levers for sustainable improvements in inclusion.
- 4 - Understanding the need to adopt a more robust inclusion strategy to attract more talented staff and remain competitive.

Q&A



1 - What is inclusion and why is it important to engage and retain your employees more than ever before.

Inclusion is everyone feeling that the potential/value they have to offer is similarly being valued by the organisation.

This leads to co-creation, innovation, and ultimately engagement through fulfilment.



2 - A look at the causal nature of inclusion as a behavior.

Empathy for others starts with empathy for self – neuroscience of the mind.

Aim is to increase self-knowledge to put in place practices that are more inclusive (within and outwardly).



3 - The major levers for sustainable improvements in inclusion.

It doesn't need a policy change!

Purposeful communication.

The quality of relationships (don't judge/undervalue time spent on removing separation).

Recruitment and promotion – nothing more important.

The role of “leadership” and it's development.



4 - Understanding the need to adopt a more robust inclusion strategy to attract more talented staff and remain competitive

Fulfilment is a personal thing but it is a road map to “flow” something the majority of us seek.

Motivation awareness, (intrinsic and extrinsic), is a facet of the most talented – extrinsic motivation is in the main unsustainable.

Co-creation and innovation is accelerated (exponentially) from individuals with this self-knowledge working in teams



Number ?



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Question
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