

EnergiseLegal case study

Firms/HR/Human Resources/Talent Management

Making the case for values-based recruitment

The Brief

- To create a solution for identified issues in the recruitment and retention of employees, with “right fit” employees not joining the firm and employees quickly exiting, with waste in recruitment fees, time, effort and training and a detrimental impact on colleague motivation and service delivery.
- To develop the talent strategy to identify and cement key corporate values and behaviours.
- To ensure that the firm’s behavioural values laid the foundation for a culture to provide the winning edge for the firm and its clients.

Our Role

- To conduct a detailed review of current recruitment processes and retention strategies to measure effectiveness.
- Provide recommendations:
 - Corporate values at the heart of everything
 - A developed set of corporate values along with behavioural indicators
 - A values-based recruitment and selection strategy working alongside technical competence
 - New and innovative ways to recruit to align with the values
 - Person specifications focused on corporate values and behavioural competencies
 - A promotional briefing document for recruitment agencies and direct candidates



- Development of innovative retention and engagement methods including training and development, work life balance and recognition and reward strategies
- Development of all other relevant employee interaction processes to cement the values into each employee interaction including selection, induction and performance.

The Result

- Our involvement developed a successful values-based recruitment strategy to ensure that candidates' individual values and behaviours were aligned with the values of the client.
- Getting the right fit in the first place has contributed significantly to overall retention
- Our additional work on the culture, employee developmental activities and work life balance initiatives has further supported employee retention which in turn has promoted better relationships within the company and with clients.