

Manor Royal BID

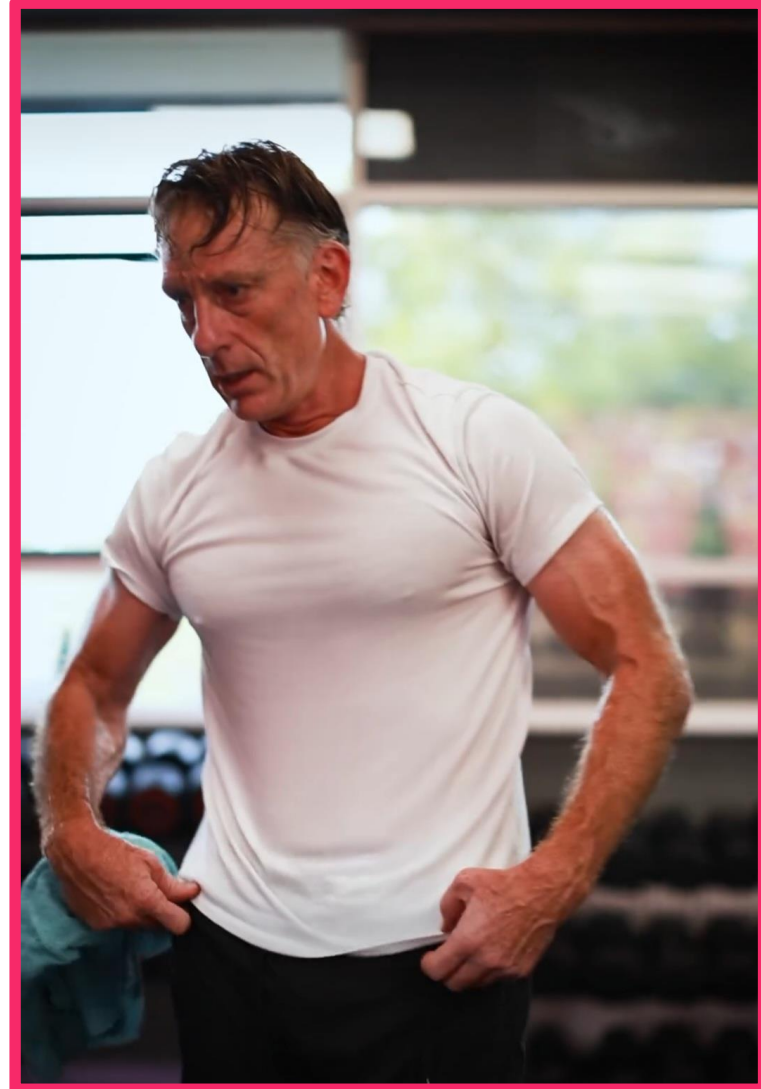
People Conference

Recruitment and Beyond



Welcome

Steve Sawyer
Executive Director
Manor Royal BID



What to expect



- NOW** **Scene setting**
- 10.00am** **Recruitment**
with Aiden McHugh – Partner at BDO Eaton Square
- 10.40am** ***Tea break – take the time to visit the stands***
- 11.00am** **Beyond**
with Lindsey Beer – Talent, Learning and Culture Director at Thales UK
- 11.40am** **Facilitated Q & A Session**
- 12.00pm** **Closing remarks followed by networking lunch**

The Business Plan (2023-28)

5 Years. 5 Objectives. 1 Manor Royal.



Promote
and influence



Trade
and save



Infrastructure
and facilities



Sustain
and renew



Manage
and maintain

BID Renewed...

88% by number

93% by Rateable value



Promote
and influence



Trade
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Infrastructure
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Sustain
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Manage
and maintain



Manor Royal Business Improvement District (BID)

Business Plan Prospectus
(2023-2028)



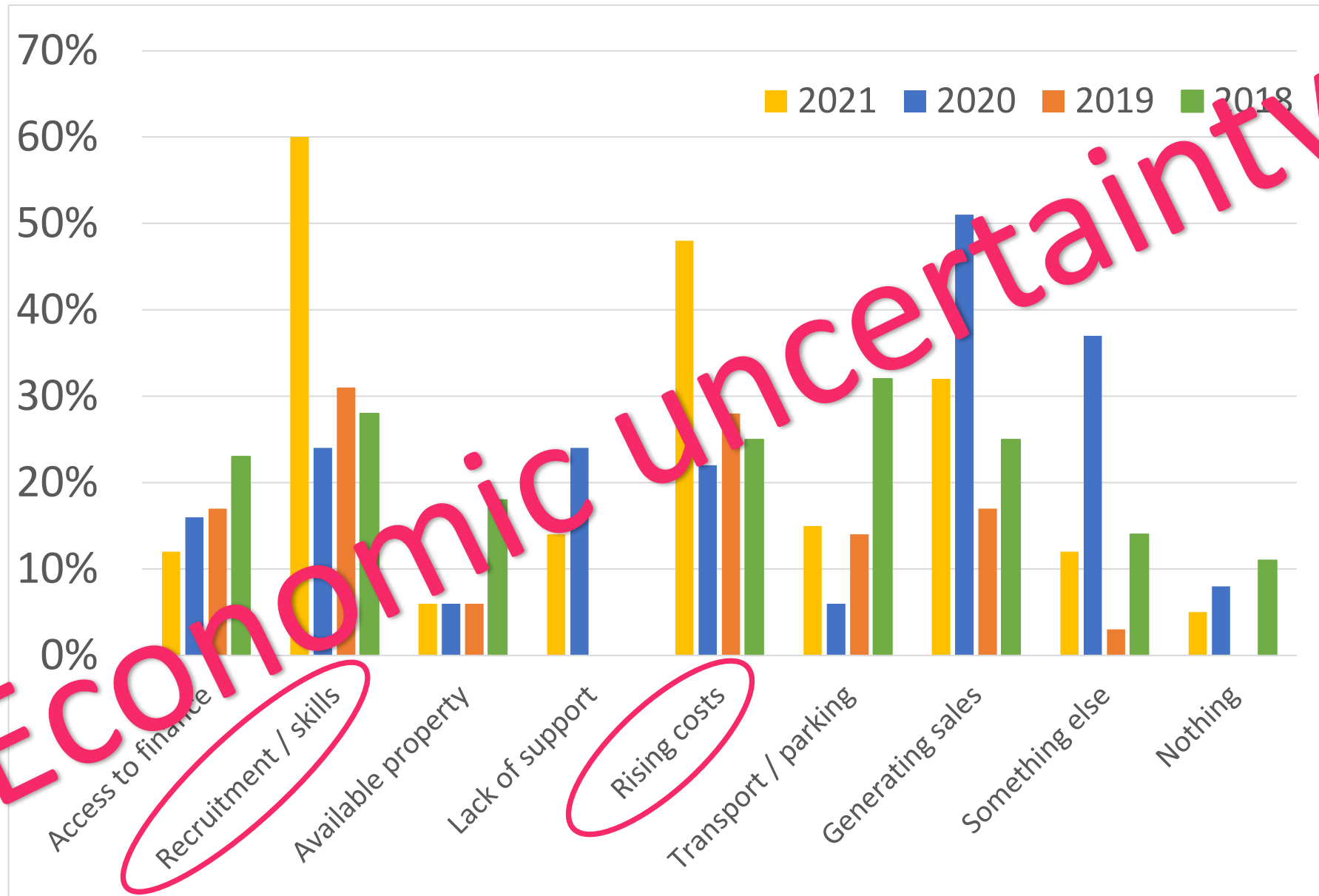
"5 years. 5 Objectives. 1 Manor Royal."

Vision

“ For Manor Royal to be widely regarded as the place where companies and people choose to be for the strength of its community and the quality of its trading and working environment.”



What's troubling you?



What's changed?

Important to business

74%

Staff Recruitment

72%

Training &
Development

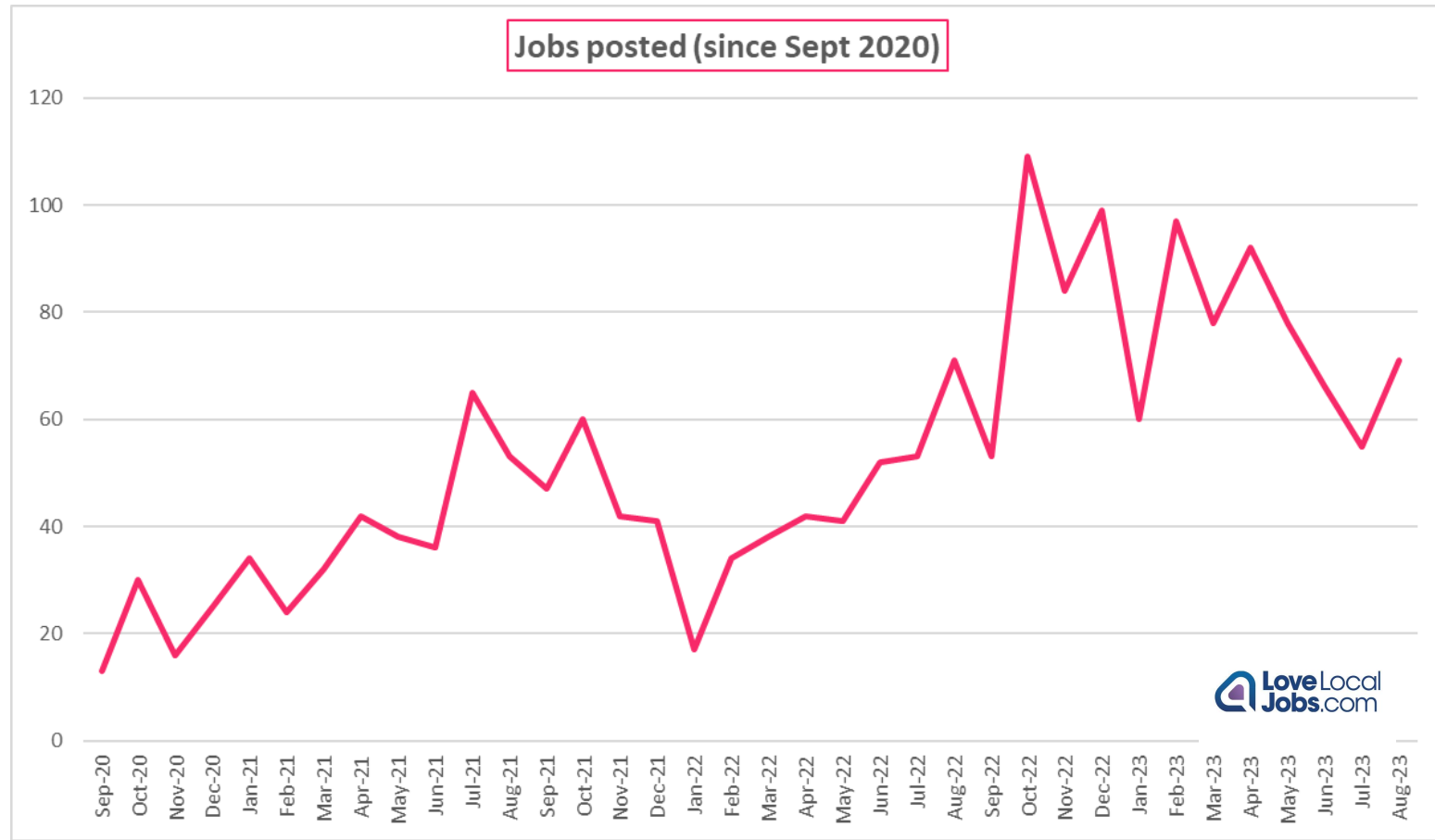
BID Priority

25%

Help with
recruitment

21%

Bespoke Training



Source: Manor Royal BID, Renewal Survey (2022)

Doing it for the Manor Royal people...



Team-building & volunteering

What?

Free conservation-based volunteering and team-building with Sussex Wildlife Trust

When?

Now



Manor Royal Training

What?

Quality training, delivered locally at unbeatable prices – new programme.

When?

New programme available now



Manor Royal Jobs Board

What?

Free and unlimited Jobs Board postings for any business in the Manor Royal BID area.

When?

Now



Travel & Transport Discounts

What?

Free membership allowing your staff to access public transport discounts, advice and support.

When?

Now

www.manorroyal.org/benefits

...still doing it for the people



Tailored wellbeing support

What?

Free access to the Cari wellbeing platform for all employees, includes coaching, advice, assessments and support.

When?

Now



Free online training platform

What?

Free to access digital learning and training platform; workplace skills, HR, cyber awareness, compliance & CSR

When?

Now



Communicating & Promoting

What?

Quarterly printed magazine, monthly eBulletin, managed website, business directory, offers, digital screens, social media.

When?

Now



Careers promotion

What?

Bespoke careers fairs and school engagement promoting Manor Royal as the to "find your future."

When?

Coming soon

www.manorroyal.org/benefits

...and still doing it for the people



Charity Zumba-thon

What?

Charity Zumba-thon event at Elekta. All proceeds to charity. All welcome.

When?

04 October
@ Elekta



Where arts, culture & business collide

What?

Celebrating the creativity and art of Manor Royal. Meet the artists. Discover the Creative Playground.

When?

17 October
@ Gatwick Production Studios



Manor Royal Matters 2023

What?

Includes Annual Review, a celebration of 10 years of the BID, "what matters" sessions, exhibition & networking.

When?

08 November
@ Sandman Signature Hotel



Christmas at CAE

What?

Fun, social festive even with music, nibbles, good company and a chance to win a ride in a simulator.

When?

13 December
@ CAE

www.manorroyal.org/events

...and still doing it



*Great spaces for
great people*



www.manorroyal.org/projects

Manor Royal BID

People Conference

*Recruitment with
Aidan McHugh, BDO Eaton Square*





RECRUITMENT & BEYOND.

27/09/23



THE NEW GENERATION ARE CHANGING THE GAME

GEN Z
1995 - 2015



SELF DIRECTED - AGENCY

The Gen Z generation are making the choice to live. They demand respect for themselves and others and expect their employer to come up to the mark. Work life balance, fair pay and value alignments, today's youngest workers want it all, are are wiling to walk away if they don't get it

Millennial
1980 - 1994



CONFORMITY

The "Organization Man". If you hustle hard for your employer, you will be rewarded. The Millennials choose career over pay but ended up burnt out, time poor and economically insecure. Employers looked for conformity and offered security and career growth in return

Gen x
1965 - 1979



OPPORTUNISTIC

The Gen X looked for a career for life and worked hard to get it. To work and produce was their philosophy of life, leaving no room for idealism. Finding a job was a challenge and when you found one, you didn't leave it easily

FROM INDEPENDENT TO INTERDEPENDENT

ALPHA
2015 - 2025



INTERDEPENDENT

This generation show inner wisdom with deep empathy for others. They understand that there are 2 sides to the story and although they have their personal needs the employer also has a set of needs that must be accommodated. The parties move from being independent to interdependent on each other

THE PROBLEMS

Covid has intensified & accelerated the problem

SENIOR



COVIDEERS

Flexibility, great pay and less stress



MID LIFE CRISIS GANG

Change, job fulfillment and making a difference



ENTITLED BUNCH!

Work life balance, fair pay and value alignment



CONFUSED CORPORATE

Confidence, deep relationship building and long-term career fulfillment

JUNIOR

ATTRACTION

RETENTION

- ATTRACTION
- RECRUITMENT
- ENGAGEMENT
- MOTIVATION
- MANAGEMENT
- PERFORMANCE
- RETENTION

THE PROBLEMS

Covid has intensified & accelerated the problem

SENIOR

JUNIOR

People taking the piss

Genie is out of the bottle

Work as a transaction

You're not that important

COVIDEERS

Rear View Mirror

Bad Parenting

Instant Gratification

Technology

ENTITLED BUNCH!

Underlying Problems

Stress is real

Keeping up with the Jones

Time is the issue

MID LIFE CRISIS GANG

Peter Drucker died in 2005

Antiquated Systems

Wise Old Owls

Easy to leave

CONFUSED CORPORATE

ATTRACTION

RETENTION

ATTRACTION RECRUITMENT ENGAGEMENT MOTIVATION MANAGEMENT PERFORMANCE RETENTION

THE HR SYSTEM LANDSCAPE

Artificial Intelligence is changing the game

AI DRIVEN

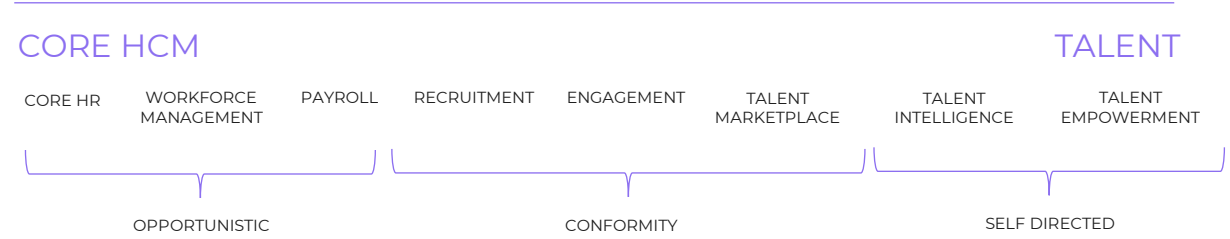
2nd GENERATION – BUILT ON AI

1st GENERATION – AI BUILT IN

EMERGING – AI ADDED ON

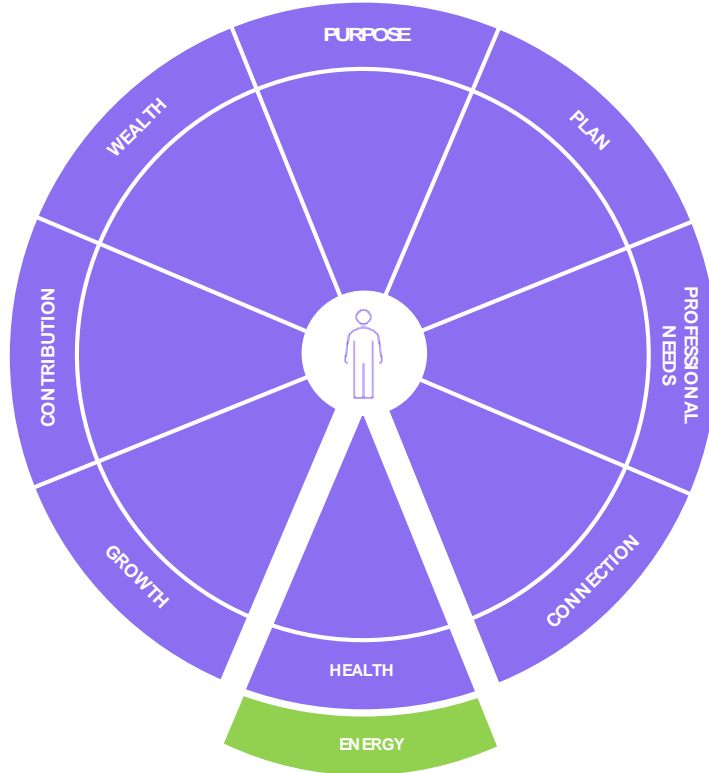


HI DRIVEN

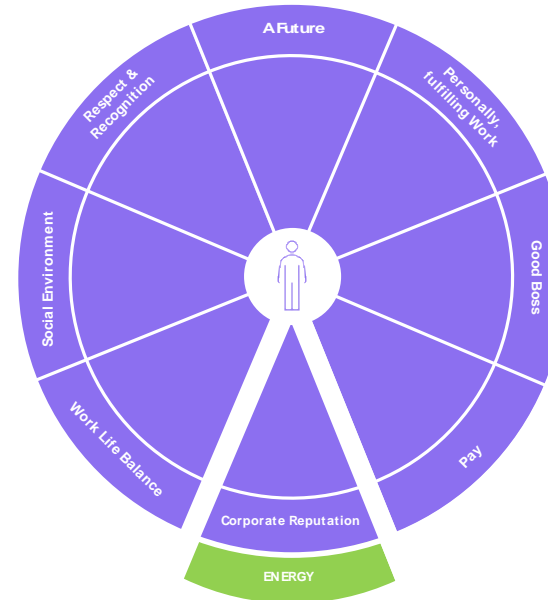


A NEW MODEL : NET BETTER OFF

INDIVIDUAL NEEDS



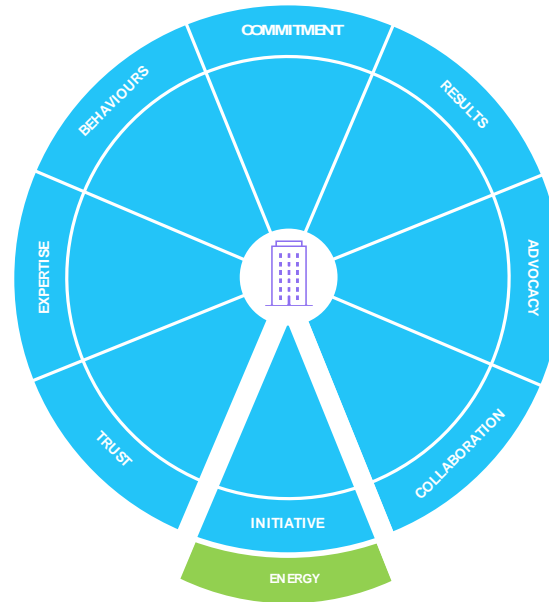
PROFESSIONAL NEEDS.



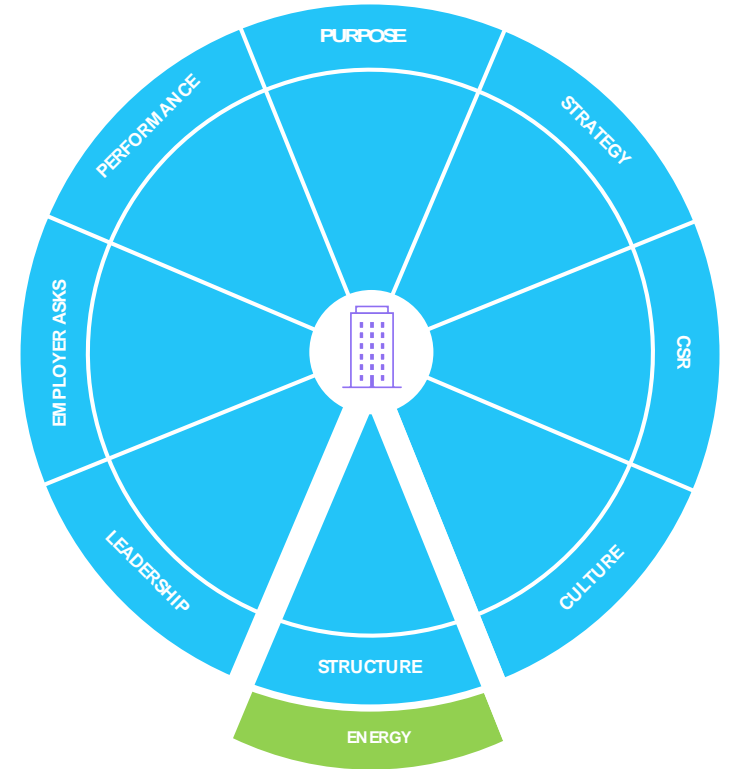
SUSTAINABLE PERFORMANCE

A NEW MODEL : NET BETTER OFF

EMPLOYER ASKS.



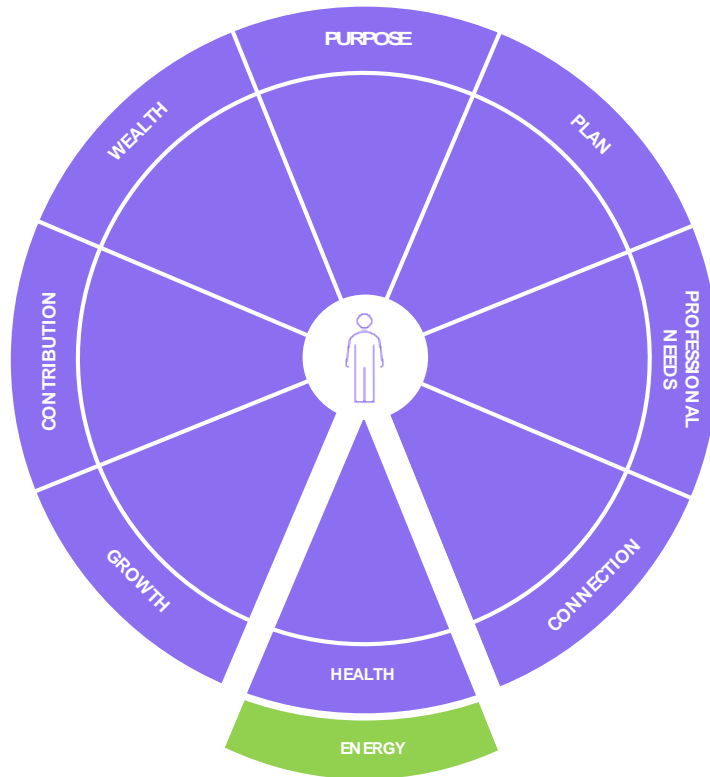
ORGANISATION HEALTH



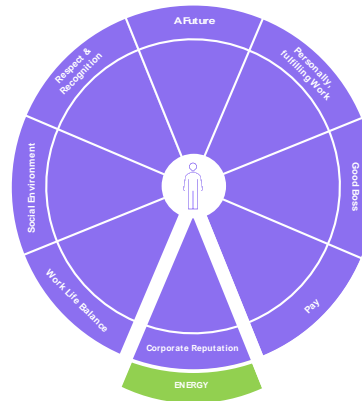
SUSTAINABLE PERFORMANCE

A NEW MODEL : NET BETTER OFF

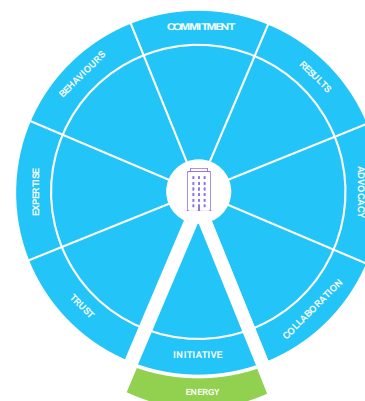
INDIVIDUAL NEEDS



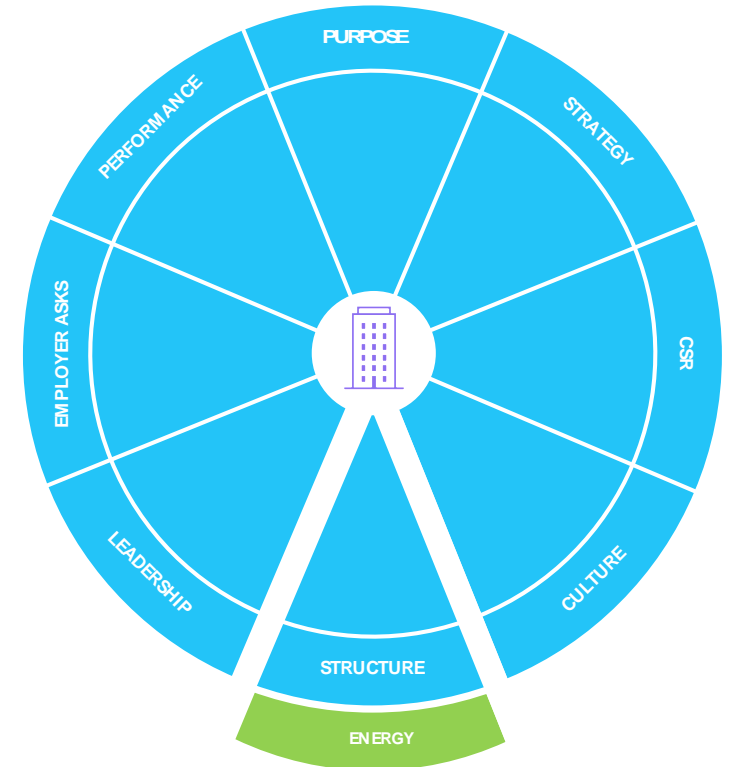
PROFESSIONAL NEEDS.



EMPLOYER ASKS.



ORGANISATION HEALTH



SUSTAINABLE PERFORMANCE

MY MID LIFE CRISIS.

A solution to deliver the concept of Net Better Off in the organisation through technology but allowing the individual to own their own validated data regardless of role

one purpose



THANKS!



Empowering people orientated leaders to reach the next level in their personal and professional lives.

Their first events go live in October

Specifically be targeting HR and Talent teams on some of the topics I'm covering today, and a whole lot more!

You can follow them on LinkedIn.

Manor Royal BID

Time for tea

Recruitment and Beyond



Manor Royal BID

Welcome back

Recruitment and Beyond



Manor Royal BID

People Conference

*Beyond Recruitment with
Thales UK*





Recruitment and beyond @ Thales



Your team for today.....



Lindsey Beer

Talent, Learning
and Culture
Director



Kirsti Godson

Head of Social
Impact

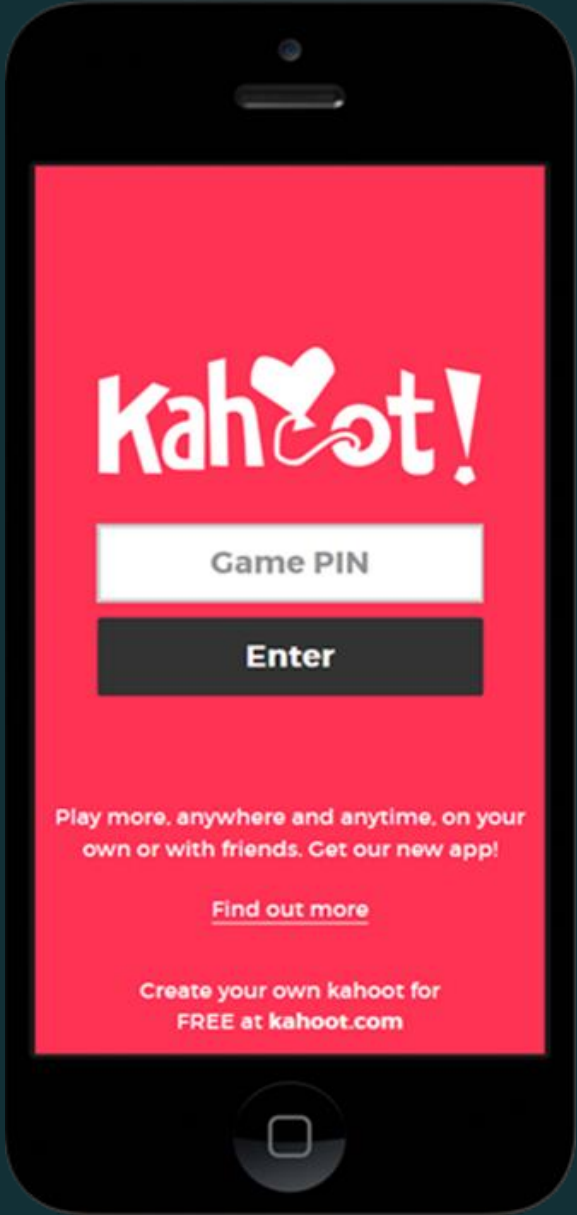


Claire Angliss

Head of Learning
and Talent,
Learning and
Culture Specialist

What do you know about Thales Quiz?

Joining the Quiz Option One	Joining the Quiz Option Two
Open www.kahoot.it in web browser	Scan QR Code to enter the quiz when prompted
Input Game PIN to join quiz when prompted	
Enter your nickname	Enter your nickname
Click “OK, go!”	Click “OK, go!”
Play!!	Play!!



The talent market has changed forever!

The Great
Resignation

62%

Of
employees
explored a
career
change in
the last
year...

**Three
in
four**

People who
are looking
for a new
role are
interested in
external
roles

94%

Of
employees
say it's more
or just as
important
now than
before
Covid-19 to
develop skills
outside their
roles...

**15
year
high**

Of talent
shortages
with **69%** of
employers
reporting
difficulty in
filling
vacancies

51%

Would
choose a role
that paid **less**
for better
flexibility

What the experts say!

“To attract top talent, employers must offer a working environment that is appropriate for the new world of work, including job flexibility, authentic leadership, diversity, etc. Organisation’s succession challenges and ability to attract and return top talent in a tightening talent market may limit ability to achieve operational targets.”

*Forbes Published Jan 2023

“Shared purpose: 53% of employees want their organizations to take actions on issues they care about.”

“Person-first experience: 82% of employees say it’s important for their organization to see them as a person, not just as an employee”

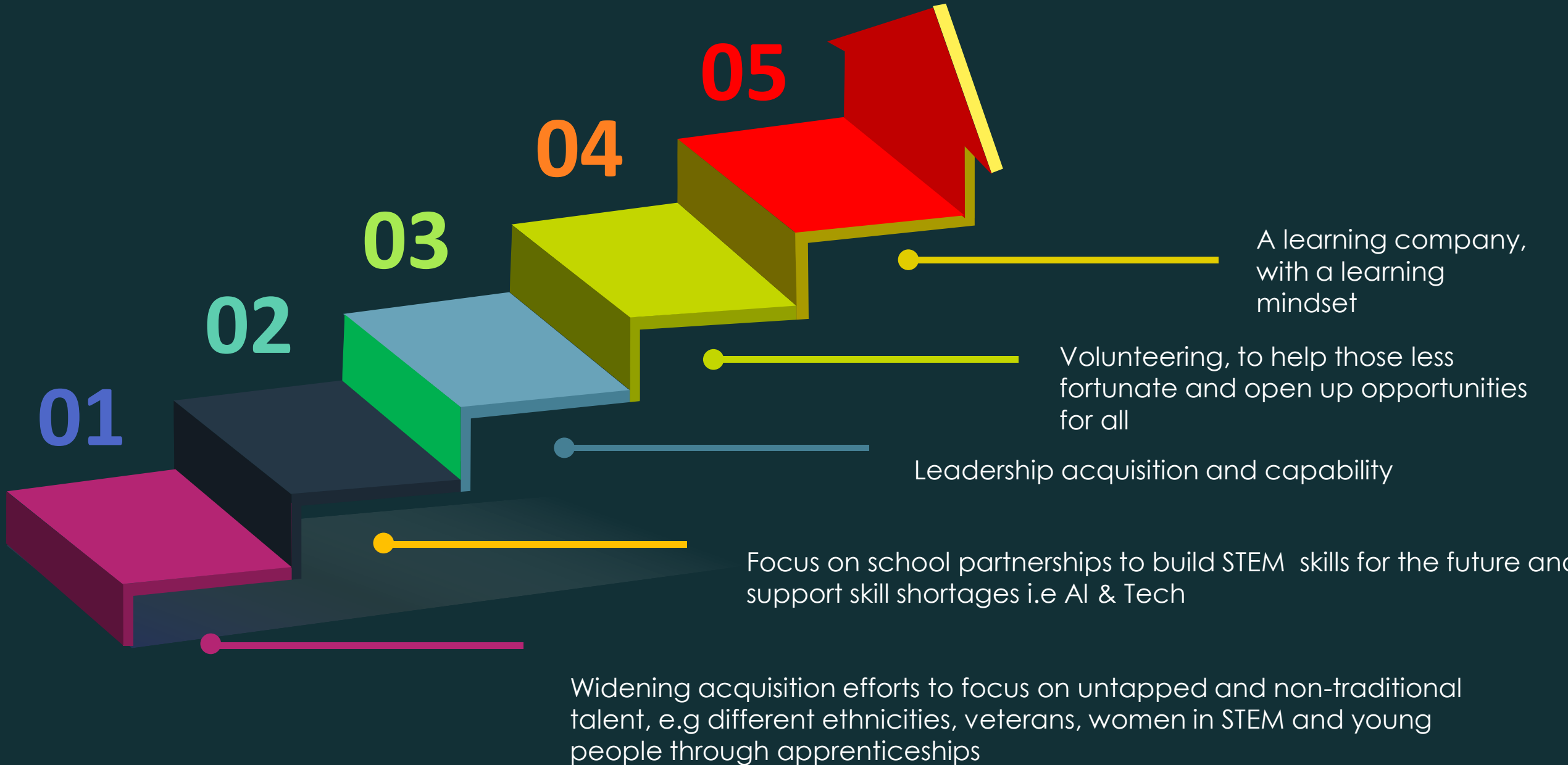
*Gartner Jan 2023.

Talent the big questions!



- How do we increase speed and build resilience in our people and our organisation?
- How do we truly balance in person and remote working
- How do we walk the talent tightrope and engage in attraction, retention, exit and attrition?
- How do we close the capability gap?
- How do we make real progress on diversity, equity and inclusion?

Areas of focus for Talent Learning and Culture



Place saver Driving Talent video

{OPEN}

What is Social Impact and why is it important?



- ✓ Social Impact measures the positive value businesses create for the economy, communities & society
- ✓ Simply put, for Thales it is an enabler for our employees to develop and learn in creative ways that empower and equip them to give back to the communities in which they work & live.

The Business Rationale for Social Impact



Some of the benefits for our employees



School Engagement, building skills for the future.

Only 25% of English Students take 2 or more STEM subjects at A level...



Only **17.5%** of engineering teachers a relevant post-A level qualification...



- ☐ Target Schools with a diverse intake
- ☐ Supporting Teachers
- ☐ STEM activities
- ☐ Work Experience

47% of 11-19 year olds said they knew little or almost nothing about what engineers do...



Place saver for STEM Video

{OPEN}

A Learning Organisation that values difference, with a sense of purpose, our people can connect with, driving people engagement and business performance



Diversifying employability to build better talent pipelines

Ethnic Minorities make up **10.8%** of the engineering workforce
12% of engineering employees are women



What are we doing:

- Work Experience
- Career Talks
- Interview Skills
- Sponsorships
- Measuring

Working age ex-forces in the UK are nearly **twice** as likely to be unemployed as their civilian contemporaries

What our people say.....

“Being a socially conscious and responsible business shows that Thales is compassionate and treats all people, including employees, well. It’s a good indication of what the working culture is like.”

“I think it’s a great way to have new experiences and in a time where our generation wants to explore the world and values experiences, volunteering is a great way to be able to open this door and allow people the opportunity to do things that they wouldn’t have been able to so easily do.”

“Companies that are present in their local community and help inspire the next generation are at the forefront of prospective career choices as they have created a lasting impact in their journey.”

“I want to raise awareness of engineering as a career choice and the routes that can be taken to work in this sector. Also to show how theoretical knowledge can be applied and to promote opportunities that weren’t available to me during primary or secondary education.”

Place saver for Learning video

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Take Away



**Find time to learn!
Use it to disrupt things**



**Invest in the selection
& development of
people leaders**



**Find opportunities
for people to give
back!**

In your tables discuss the following questions

One thing you will share with your work colleagues about what you learned today?

What will you commit to doing as a result of today - it could be either an action or behaviour change?

What do you want to know more about?

Manor Royal BID

Question time

With

Aidan McHugh, BDO Eaton Square

Lindsey Beer, Thales UK



Thank you....see you soon



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