



RUSSELL-COOKE | SOLICITORS

Welcome

Future proofing the workplace

HR conference 2015

Sarah Trota

sarahtrotaalchemy

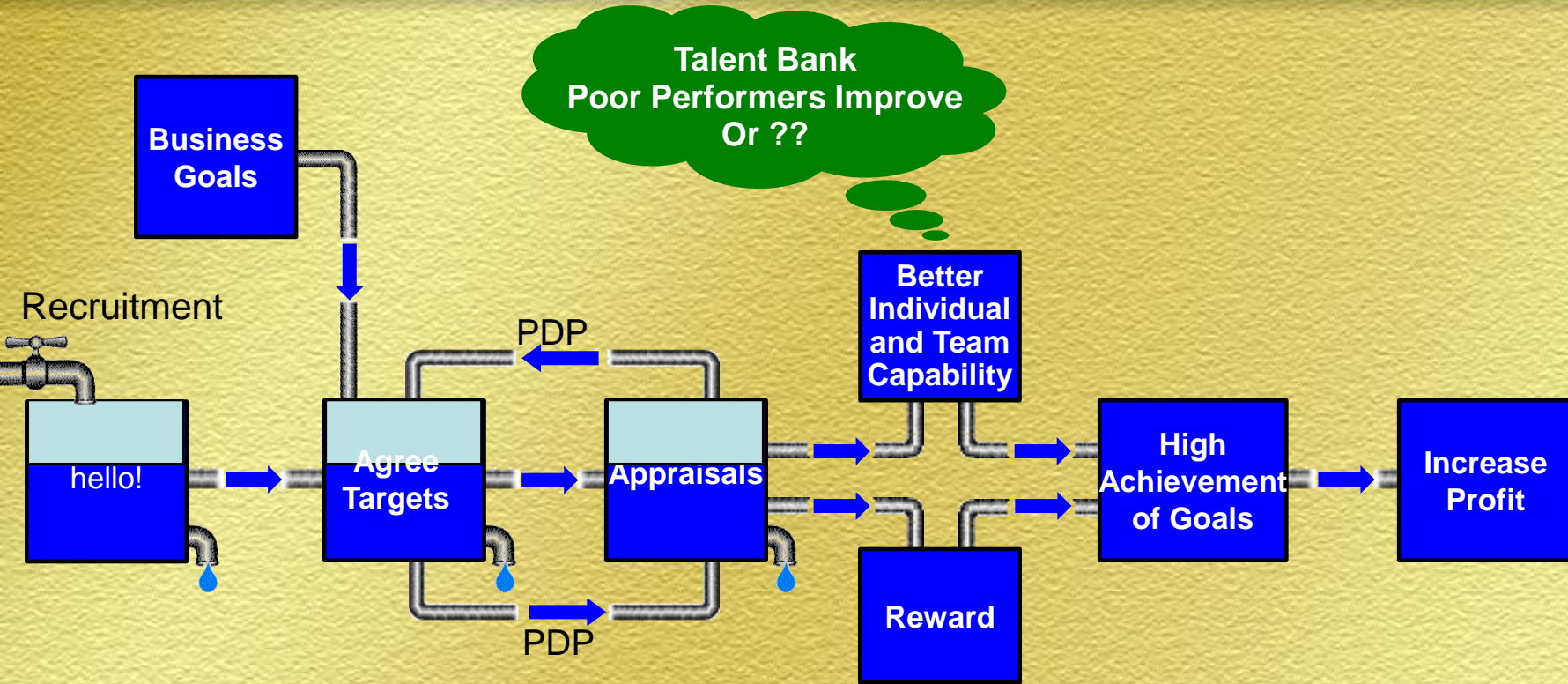
Sarah Trota

- 20 years in Retail Sector
- UK Employee Relations Manager Sainsbury's
- HR Director, Waterstone's (HMV Group)
- Executive Director, Circle Housing Group
- UK HR Director of the year 2013
- CEO sarahtrotaalchemy 2015

HR Alchemy

- The connection between people and positive outcomes
- Alchemy...is it magic?
- Alchemy...how to maximise the human input to deliver results...
- Alchemy....where are the opportunities in your organisation...
- Alchemy....first...the science bit

the alchemy of organisations



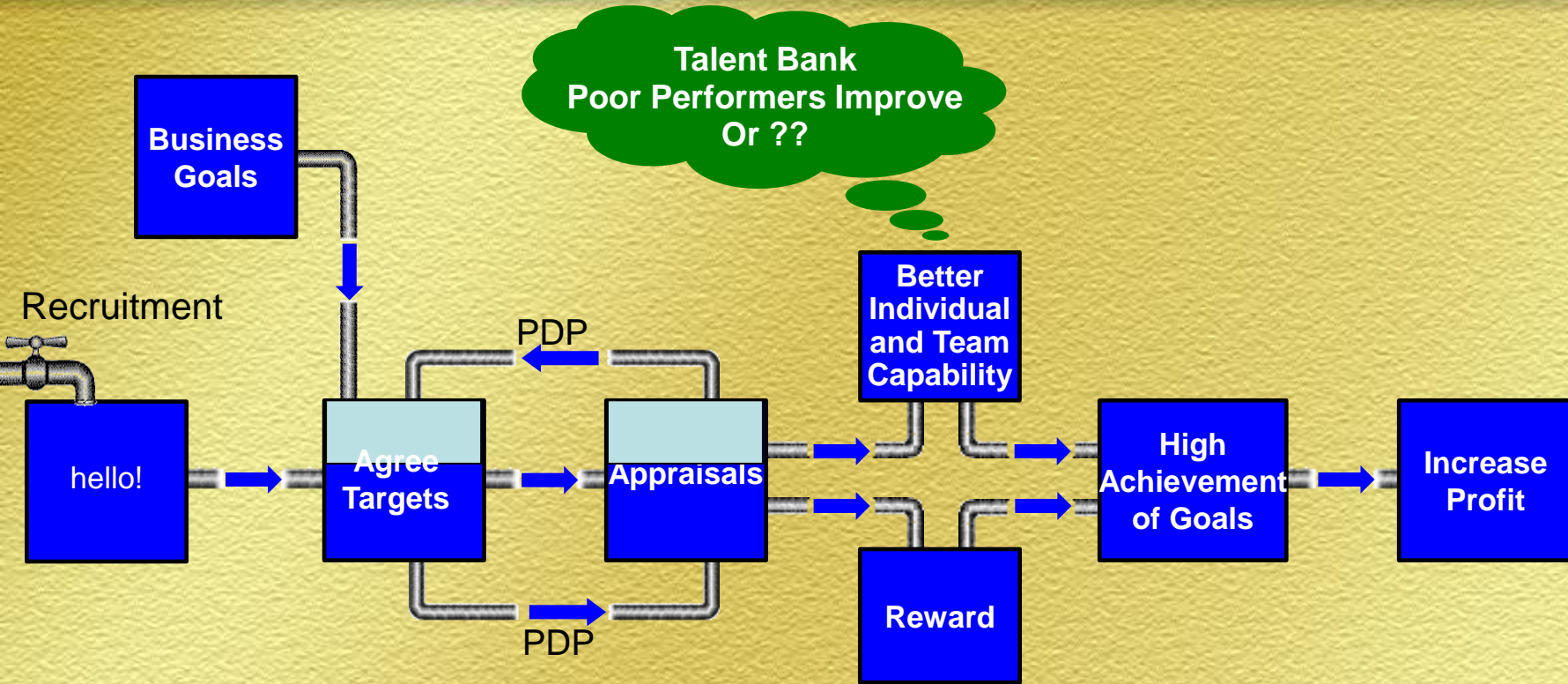
Alchemy

getting all that human
effort joined up..
heading in the same direction..
towards the same goals...

Recruitment

- Staff turnover analysis
- Reward strategy
- Selection process
- Job specifications
- Improved induction
- More later with Shan Nicholas/Susie Parsons

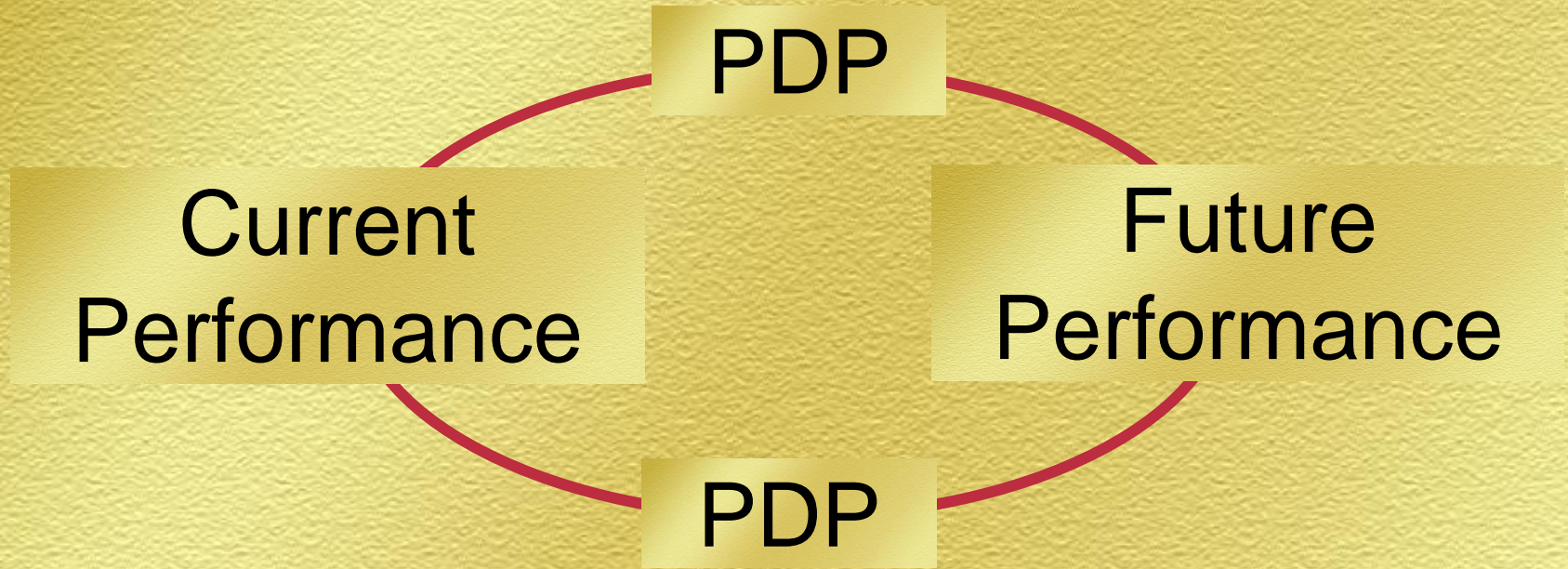
the alchemy of organisations



Performance Management

- I thought I did ok....
- You say tomato, I say tomato...
- This Performance Management system doesn't work....get me a new one
- More from Jackie Clifford later...

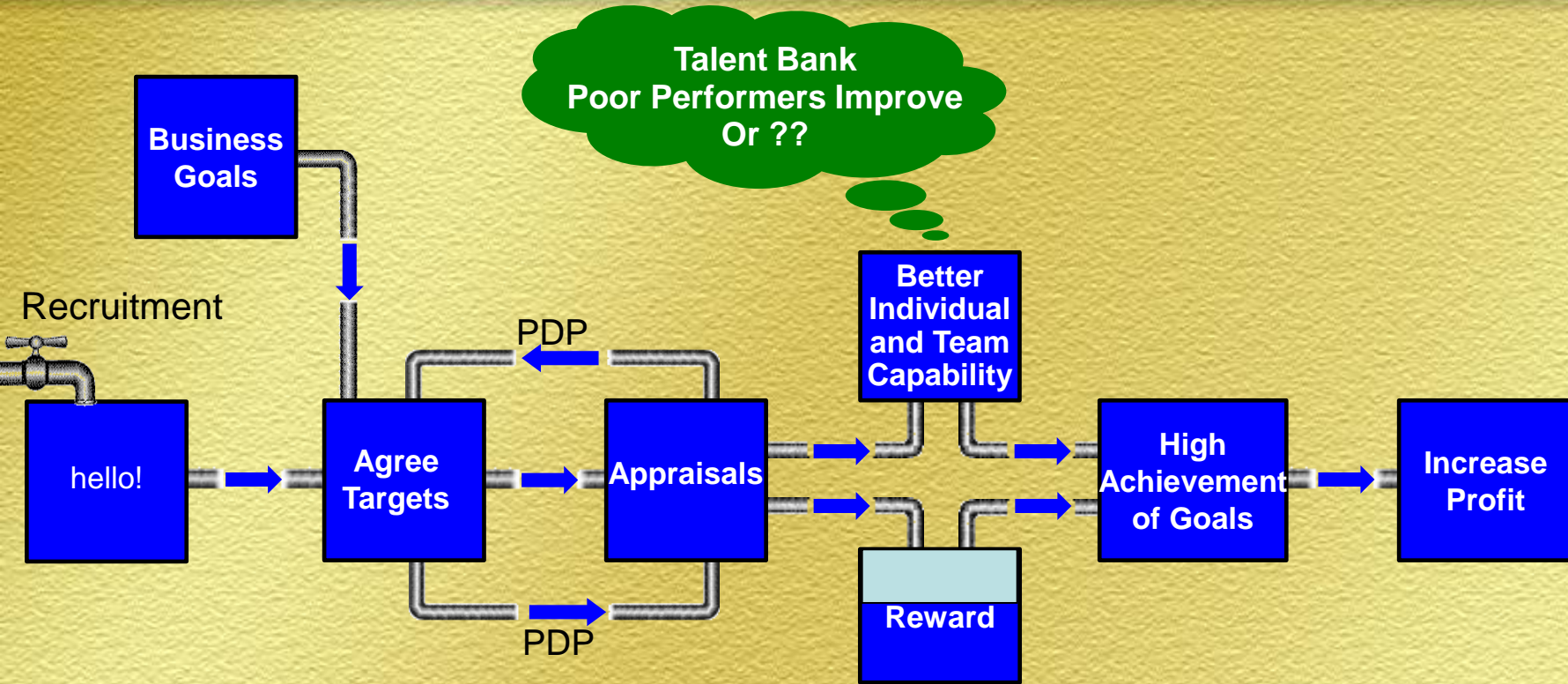
Training and Development



training and development

- will it increase future performance?
- double hatting...
- measure the return on investment

the alchemy of organisations



so what...

- what happens if I don't?....
- more from Fudia Smart/Alex Bearman
- what happens if I do?....
- reward strategy

Where are the opportunities?

- discuss the opportunities for creating alchemy in your organisation
- how can you create maximum flow of effort in your organisation?
- what will make the biggest difference?
- how will you measure the return on investment?

Questions?

- Thank you.....
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