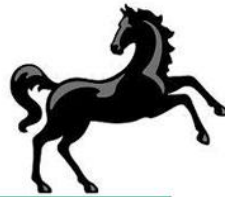


Stuart Holdsworth

What do you say when they're not in the room

LLOYDS
BANKING
GROUP



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Recruit

Train

Motivate

Retain



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Innovation is Ace

- ‘innovation is ace’ is the new ‘greed is good’
- Social and Web presence is only going to get more important particularly when recruiting
- Keeping up with the Joneses has taken on a new meaning
- It’s becoming an ideas economy

The Tomorrow People

Tomorrow's jobs will require that people act independently, adding value on their own. This means they'll need to be able to grasp the bigger picture, learn new skills as needed—indeed, shape-shift at will.

-Andrew Benett, CEO Havas Worldwide



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A Tribe called Talent

- Building talent tribes that live the values and welcome new blood
- What happens when the head hunter calls?
- Creating a supportive open culture of coaching and trust
- Building business continuity for the long term



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A Up



Six As



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Six A's

Analyse

Advise

Attract

Advance

Assimilate

Adieu



Analyse

- What price engagement
- Understand how things really ‘work round here’
- What do people say when you’re not in the room
- Is there a vision and what about values?

Attract

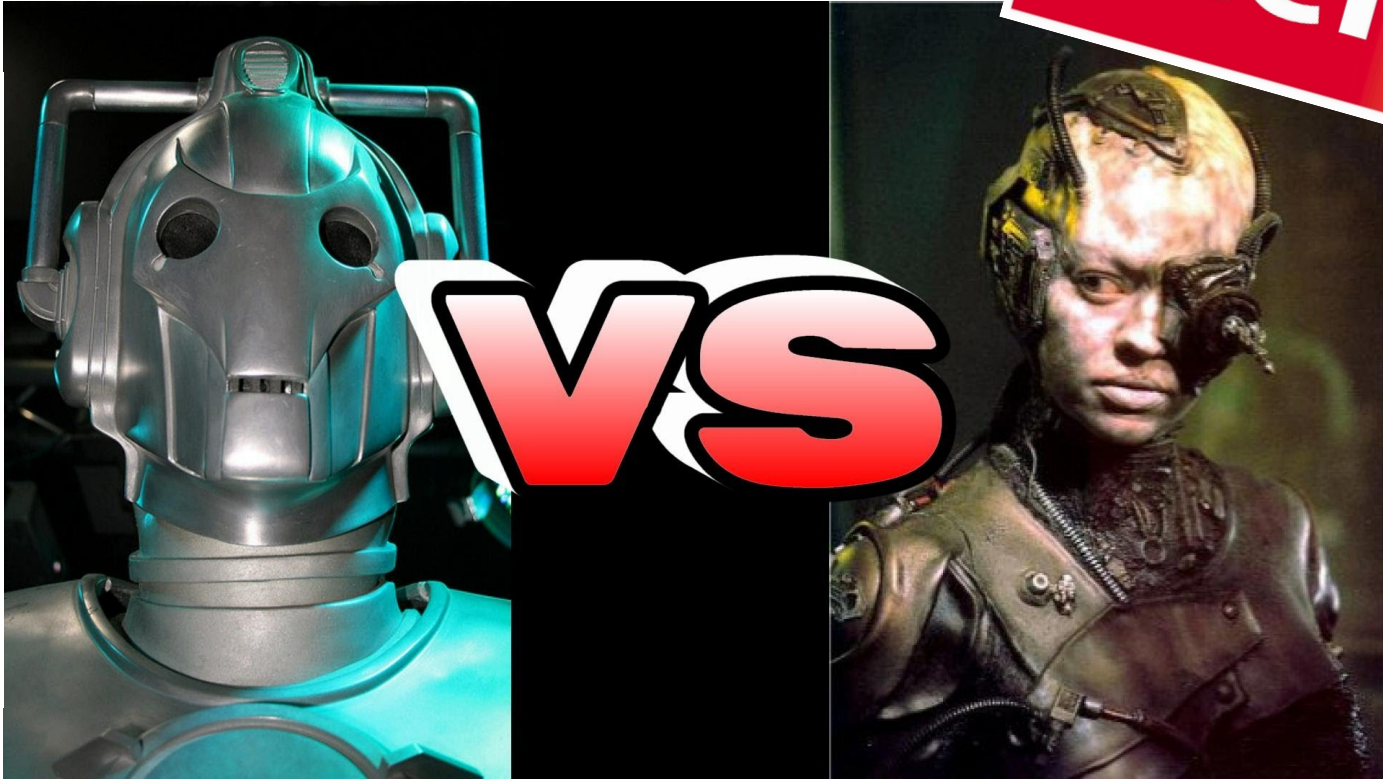
- What price on social interaction
- What is it that you can offer
- What value on the team
- Why should I work for you?



Assimilate

Iceland

ET
★ COFFEE ★
★ FOOD ★



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Advise and give advice

- Is there a 'manager led coaching culture'
- Is feedback given readily
- What happens when something goes wrong?

What would Whoopi do?



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Advance

- Talent Development is big win when it comes to efficiency
- What benefits to business continuity?
- How do you ensure commitment to vision and values
- Generate a sense of aspiration
- Go to town when it comes to celebration achievement



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The results of the 2013 Graduate Scheme have been announced and we are pleased to announce that 150 graduates have joined the team. This is a fantastic achievement for us and we are proud to have been able to attract such a high calibre of graduates to our scheme.

Our long-term investment in all of our staff is a key part of our success. We are committed to providing our staff with the opportunity to develop their skills and progress their careers. We are looking for graduates who are motivated, hardworking and who can work as part of a team. We offer a competitive salary and a comprehensive benefits package. For more information, please visit our website at www.iceland.co.uk.

Senior Supervisor
A Senior Supervisor is responsible for the day-to-day running of a store. They manage the staff, ensure the store is clean and well-stocked, and provide excellent customer service. They also report to the Store Manager on the store's performance.

Store Manager
A Store Manager is responsible for the overall performance of the store. They manage the staff, ensure the store is profitable, and provide excellent customer service. They also report to the Area and Regional Manager on the store's performance.

Area and Regional Roles
Area and Regional Roles are responsible for the performance of a group of stores. They manage the staff, ensure the stores are profitable, and provide excellent customer service. They also report to the National Manager on the performance of the stores.

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Adieu!

- Exits interviews could be such a good learning experience
- The secret alumni
- What do you do after graduation?

Analyse
Attract

Assimilate

Advise

Advance
Adieu



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