



IMAGINATIVEHR.COM/



2023-24 BROCHURE

SOLUTION OVERVIEW

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ABOUT US

MISSION

To partner with leadership and HR at organisations of all sizes, to creatively align individual, team and organisational objectives throughout the employment lifecycle; and, to partner with HR teams to raise the value and profile of HR by supporting them to deliver valued, high-impact change to the wider business.

IHR Headlines

In the last 10+ years, we've evolved into a valued strategic partner to leadership and HR, bringing a suite of innovative talent solutions to a broad range of global clients.



150
expert HR professionals
in our consulting team



50
industry sectors
partnered



35+
international
territories serviced

VALUE PROPOSITION

Providing the right support to your people, confidently, conveniently, and on terms that work for you.

OUR APPROACH

1

Partnership Oriented

We pride ourselves on being more than just a supplier; by immersing ourselves fully to best understand your organisational culture, we aspire to lasting partnerships as a Trusted Advisor.

2

Individually Focused

Setting out to address all stakeholder needs, we achieve optimal results, based on predetermined but flexible objectives; encouraging individual ownership and providing reassurance throughout.

3

Going The Extra Mile

We have built a strong reputation for going the extra mile to support our clients, HR community and candidates: regularly going beyond the call of duty to do the right thing - leveraging our network and expertise to add value on a pro-bono basis.

THE TEAM

With an associate consulting team of more than 150 globally, we hand-select the most appropriate team, based on specific individual and organisational needs. Made up of some of the most experienced and qualified people-services professionals in the industry, our team includes executive and career coaches, executive mentors, team facilitators, organisational development specialists, HR project leaders, occupational psychologists and accredited assessors and assessment observers.

THE TALENT LIFECYCLE

WHAT IS THE TALENT LIFECYCLE

The talent lifecycle refers to the commitment to carefully managing the entire journey of an individual within an organisation, from the initial point of contact with valued candidates, through to prudent onboarding, assimilation and ultimate sensitive exits; accepting the importance of the alumni community. Acknowledging this lifecycle helps companies attract new talent, maintain a high-performing workforce, promote a positive learning culture, and raise employee engagement; driving positive business results.

Each stage of the talent lifecycle is interconnected, and the effectiveness of one stage can significantly impact the others. Organisations that manage this lifecycle well tend to have more engaged employees, lower turnover rates, and, generally, better financial performance. They use data and feedback collected at each stage to continuously improve their people processes, thereby enhancing the overall employee experience and, subsequently, driving their employer brand.

Organisations are multifaceted entities, with each team or department existing in its unique stage of the talent lifecycle based on its maturity, strategic objectives, and external market factors like talent availability. For instance, while a newly formed digital innovation team might be in the attraction and recruitment phase, seeking fresh talent, an established finance department might be focused on retention or development. However, it's crucial to understand that while individual teams may operate at different points in the talent lifecycle, the organisation as a whole exists at a singular point in its growth trajectory. This overarching growth stage profoundly influences the broader talent strategy, dictating priorities and resource allocation. Whether a company is in its start-up phase, scaling, or in a maturity and consolidation phase, its growth position will shape and sometimes even constrain the talent strategies deployed across various departments.



OUR SOLUTIONS

ImaginativeHR delivers a broad range of world class talent life cycle consultancy solutions in five core areas; these solution areas routinely blended to optimise outcomes for the benefit of organisations, teams and individuals. In designing and deploying fit-for-purpose solutions, whether locally, across multiple locations and/or globally; we often complement consultancy solutions with a suite of intelligent online resources, which support the development of your people from the point they join the business - contributing to team alignment, capability, morale, engagement, commitment and reassurance, (the latter during times of change).

TALENT SOLUTIONS OVERVIEW



Identification

Our robust talent assessment solutions validate key-hire selection decisions and/or provide endorsement for effective staff development plans; including tailored assessment and development centres and targeted key-hire/talent assessments, utilising simulations, psychometrics and online or telephonic 360s, followed by feedback for defensible recruitment and skill realignment.



Assimilation

Our creative talent assimilation solutions reinforce stakeholder awareness, effectiveness and integration for key staff and teams; including comprehensive tailored individual onboarding and targeted team assimilation solutions, diagnostics and consultancy, complemented by flexible one-to-one coaching and/or team facilitation, often supported by advanced online resources.



Development

Our impactful talent development solutions enhance resiliency, collaboration, creativity, impact and effectiveness; including one-to-one coaching, group coaching and bespoke facilitated team learning solutions, accommodating alternative learning styles, underpinned by tailored team diagnostics, targeted assessments, leadership competency blueprints and online learning solutions.



Engagement

Our outcomes-focused talent engagement solutions promote equity, staff engagement and key talent retention; including comprehensive staff pulse and engagement surveys, focus groups, leadership and diversity audits, together with customised competency and career framework development and/or alignment, enhanced by empowering career stewardship solutions.



Transition

Our enabling career management, redeployment, 'survivor' and outplacement solutions; including group, CPD-accredited online, one-to-one, senior and international career coaching, assure successful career transition and provide reassurance to staff navigating periods of personal vulnerability. We are UK-market pioneers, providing access to vocational training during transition.



TALENT IDENTIFICATION

ImaginativeHR designs and/or utilises comprehensive evaluation tools to analyse behaviours, values, team fit, EQ, strengths, motivations, cognitive aptitudes, competencies, potential, commercial/service orientation and other individual, team and organisational characteristics. Assessments and peer-360s can be vital tools for gaining a deeper understanding of individuals and teams; enabling organisations to make informed, defensible choices that align with their goals and objectives, whilst reducing opportunities systemic bias and risk of perceived inequity.

DOES THIS SOUND FAMILIAR?



"Despite investing time and resources in the hiring process, our company continues to onboard candidates who are not the right fit for our culture or the specific job role."

"Our employees seem to hit a plateau in their development, and we lack the tools or expertise to identify and address their individual growth needs effectively."

"Our current hiring processes are lengthy, resource-intensive, and lack clarity. We need a streamlined approach that provides comprehensive insights without the inefficiencies."

"As we grow, it's becoming increasingly challenging to maintain a cohesive company culture. We need to ensure that our hiring and development processes align with, reinforce, and evolve our core values and cultural identity."

"We struggle to identify potential leaders within our ranks, missing out on capitalising on internal talent for higher roles and leadership positions."

TESTIMONIAL



"ImaginativeHR introduced us to strengths-based assessments for supporting our internal talent succession conversations. Introducing strengths-based assessments and linking this to pre-existing team/peer 360 feedback results has breathed new life into our talent pool conversations."

Head of OD - Bio-Medical Sector





TALENT ASSIMILATION

ImaginativeHR creates targeted solutions to seamlessly integrate new talent into established teams and/or to effectively bring new or under-performing teams together. Our services encompass diagnostics, consultancy, and online resources; creating an environment where individuals better understand the needs of key stakeholders and where teams achieve alignment around culture and goals, enabling talent to 'hit the ground running', whilst enhancing the employee experience.

DOES THIS SOUND FAMILIAR?



"Our current onboarding processes are falling short of our expectations. We've noticed that new employees may not be fully integrated into our company culture or adequately equipped with the skills needed to thrive in their roles."

"While we've conducted diagnostics to gain insights, we've struggled to translate these findings into practical, actionable strategies to improve our onboarding processes. There seems to be a gap between our insights and their implementation."

"We've used off-the-shelf onboarding solutions in the past, and they haven't aligned well with our unique ethos. This misalignment has left gaps in the effectiveness and resonance of our onboarding experience."

"Traditional mentoring approaches we've employed may not be fostering crucial skills like stakeholder mapping, influential networking, and impactful personal branding. This leaves our employees without the transformational guidance they need for career growth."

TESTIMONIAL



"I cannot overstate how helpful you were in helping me through the last year and build the case and support to finally get this promotion. It was a pleasure to meet you and I hope our paths cross again."

SVP Data Science - Music Sector





TALENT DEVELOPMENT

ImaginativeHR designs targeted and/or blended learning solutions to support the professional growth of individuals, leaders and teams across organisations. Our solutions span career coaching, executive coaching, group coaching and bespoke facilitated team learning solutions, accommodating alternative learning styles, (underpinned by tailored team diagnostics, targeted assessments, leadership competency blueprints and online learning solutions). Our solutions enhance resiliency, collaboration, creativity, impact and effectiveness.

DOES THIS SOUND FAMILIAR?



"Our organisation is grappling with a significant leadership gap, as our emerging leaders lack the essential skills and experience required to navigate future challenges successfully."

"We've identified promising emerging leaders within our organisation who require mentorship to accelerate their growth and readiness for leadership roles, but we don't have the in-house skills to provide this support."

"Our teams are struggling with performance issues, primarily stemming from a lack of synergy and collaboration."

"We are going through a period of significant organisational change and have an immediate need of tailored coaching programmes to support the evolving responsibilities of some of our key talent."

"A member of our senior leadership team is navigating a period of personal stress and would benefit from impartial support and advice to support them as they balance the competing priorities of home and work life."

TESTIMONIAL



"My ImaginativeHR coach has created a new sense of awareness in me which benefits the business via the ease at which I can get things done through and with colleagues, and has increased my team's engagement and effectiveness. I strongly recommend ImaginativeHR's coaching programmes for senior executives, sales leaders, high potential leaders and high performing teams."

Global Industry Director - Logistics Sector





TALENT ENGAGEMENT

ImaginativeHR designs diagnostics and solutions which re-imagine a workplace underpinned by deep commitment, passion and alignment - fully invested in the success of the organisation's Mission. Our diagnostic and solution design ensures that key stakeholder contributions and views are acknowledged during the design phase; whether outputs include staff surveys, focus groups, leadership or diversity audits, customised competency/career framework development and/or career stewardship solutions.

DOES THIS SOUND FAMILIAR?



"Our organisation lacks a deep understanding of employee sentiments, leading to potential disconnects and decreased engagement."

"Following significant changes in our organisation, we are grappling with how to effectively communicate and strategise stakeholder engagements. The absence of a clear roadmap threatens potential disengagements and missed avenues for positive evolution."

"We've noticed inefficiencies stemming from a lack of clarity about the competencies required for different roles, resulting in resource misallocations and mismatched role assignments"

"As we grow, it's becoming increasingly challenging to maintain a cohesive company culture. We need to ensure that our hiring and development processes align with, reinforce, and evolve our core values and cultural identity."

"Our employees express uncertainty about their career progression, leading to reduced motivation and potential talent attrition. We're missing a comprehensive framework that promotes skill enhancement and clear career pathways."

TESTIMONIAL



"ImaginativeHR have been instrumental in helping us build the business we have today. It really has been an amazing holistic approach that has helped us take a global view of building our culture. Thank you for the amazing work."

Founder & CEO - Digital Sector





TALENT TRANSITION

ImaginativeHR provides a comprehensive range of individual, team and group solutions which reinforce the employee experience during challenging cycles of inevitable organisational transition. Our enabling career management, redeployment, 'survivor' and outplacement solutions assure successful career transition and provide reassurance to employee representation and to staff navigating periods of personal vulnerability, whilst protecting the employer brand and mitigating potential legal risks.

DOES THIS SOUND FAMILIAR?



"We're navigating significant shifts in our organisational structure, such as restructuring or downsizing. It's essential for us to develop and implement effective redeployment strategies to ensure smooth transitions and uninterrupted operations."

"Our diverse workforce has varied needs during transitions. We require tailored outplacement solutions - ranging from individual to international programmes - to address and support these distinct requirements effectively."

"Post-restructuring, the well-being of our remaining team is a top priority. We need robust survivor support to ensure a positive, rejuvenated work environment and to keep our team focused and engaged."

"A member of our SLT is exiting the business; we need a comprehensive career transition programme to support them as they embark on the next stage of their career journey."

"As we undergo changes, including possible layoffs, safeguarding our employer brand's integrity is paramount. We're looking for comprehensive outplacement solutions to ensure a positive transition experience for our departing employees."

TESTIMONIAL



"What makes ImaginativeHR outstanding with outplacement support is their relentless focus on helping individuals to achieve their goals. They have a vast network and have helped so many people into the right roles for them. People working with them have been hugely impressed with their support and have fed back to me consistently."

Group HR Director - Travel Sector



Experience tells us that a carefully customised stakeholder-centric consulting approach is essential when tackling challenges and opportunities across clients' talent lifecycles. By leveraging the expertise of our global team and a constantly evolving understanding of the talent lifecycle, we partner with organisations to create a tailored blend of solutions that drive lasting change, foster growth, and unlock the full potential of their workforce. We're firmly in the business of transforming organisations through strategic talent engagement.

DOES THIS SOUND FAMILIAR?



"We are having difficulties in attracting qualified candidates, especially for specialised roles; our recruitment process lacks precision, which has resulted in a lack of clarity about the culture of our organisation. Also, we have a flat organisational structure which has raised a number of questions across the organisation about future career opportunities."

"Recruitment bottlenecks delay critical hires, resulting in skills gaps and increased costs. Employee engagement is declining, leading to burnout and retention challenges among top performers. Limited development opportunities and diversity management issues compound the problem. To address this multifaceted challenge, the organisation needs an integrated talent lifecycle strategy, focusing on recruitment efficiency, skills development, engagement initiatives, and comprehensive retention efforts, all underpinned by a commitment to diversity and inclusion."

"Employees are disengaged, experiencing minimal recognition, and feeling undervalued due to ineffective communication and a dearth of skill development opportunities. Managers, in turn, struggle to provide the needed guidance and support."



At ImaginativeHR, we recognise that the intricacies of business challenges demand a cohesive approach. And whilst our stand-alone solutions provide great versatility in supporting your talent strategy, by pulling this ecosystem together, we're poised to support your organisation through the most complex talent and broader HR strategy challenges. These include:

- Competency & Career Pathway Frameworks
- Internal Talent Market Consultancy
- Diversity Audits
- Senior Leadership Team Audits
- Post Merger Talent Strategy Consultancy
- Talent Engagement Strategy Consultancy

OUR SOLUTION ECOSYSTEM



Talent Identification

- assessment centres
- psychometrics (for selection and development)
- 360s



Talent Assimilation

- talent onboarding
- 1st 100-day coaching
- new team integration / performance
- online resources



Talent Development

- bespoke blended learning
- individual coaching
- team coaching
- mentoring



Talent Engagement

- staff focus groups
- staff surveys
- diversity audits
- career management
- internal talent markets



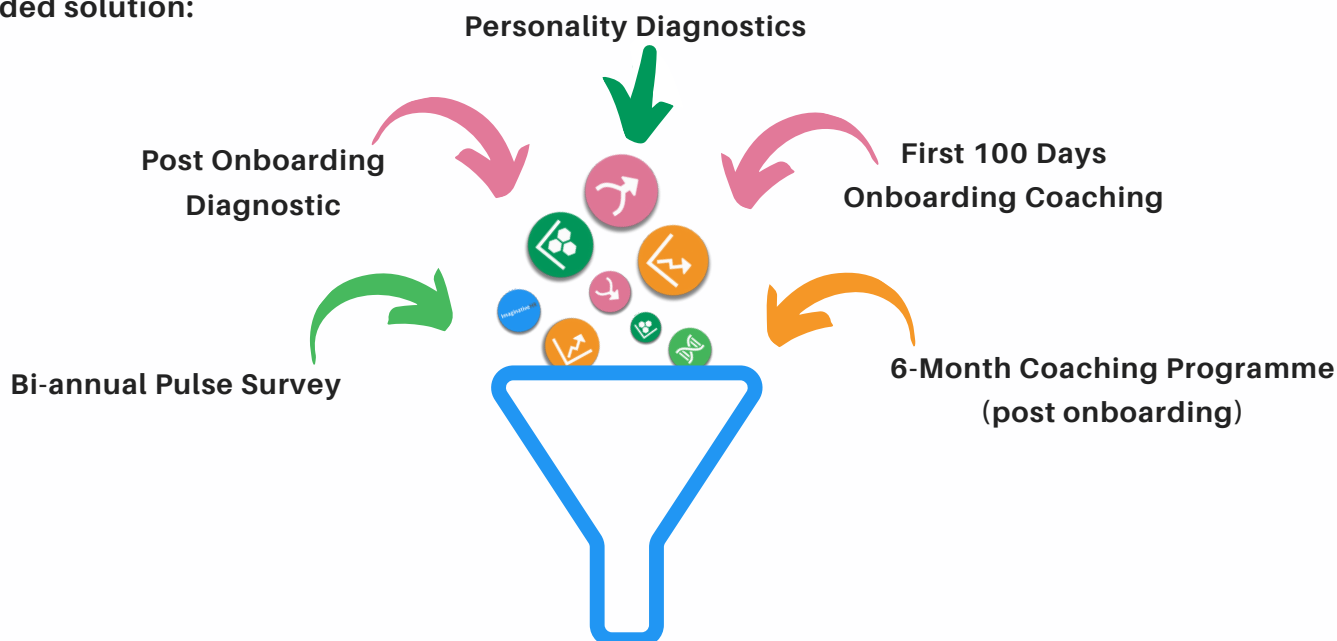
Talent Transition

- career reviews
- redeployment
- 1-2-1 outplacement
- group outplacement
- online resources

OUR BLENDED CONSULTANCY SOLUTIONS IN ACTION

Illustrative brief: ABC Tech is a successful global organisation with diverse teams spanning multiple continents and cultures. While individual teams within regions showcase impressive retention rates, talent transitioning from a department in one region to another in a different region often face culture shock, differing operational processes, and alignment issues with new teams. This results in a staggering 40% attrition rate within the first six months of such transitions.

Blended solution:



LET'S DIVE DEEPER ...



Onboarding Diagnostics

Upon joining, every individual will undergo a targeted diagnostic. This will allow us to understand their baseline knowledge, cultural acclimatisation needs, and initial perceptions about their new role and environment. It acts as a map, guiding us to areas that require immediate attention during their integration.

First 100 Days Onboarding Coaching

Recognising the crucial role the initial phase plays in shaping an employee's journey, a structured coaching program will be established for their first 100 days, with key stakeholder focus. This program will address the insights from the diagnostics, ensuring that the transition is smooth, expectations are clear, and the necessary tools and resources are provided.

Post Onboarding Diagnostics

At the end of the 100 days, another diagnostic assessment will measure the efficacy of the onboarding process, gauge the individual's integration, and identify any lingering gaps or challenges. This serves as a feedback loop, refining our onboarding approach for future hires.

Six Months of 1-2-1 Coaching

Following the onboarding phase, each employee will receive dedicated support from a career coach for six months. This ensures that the individual continues to feel supported, can address any challenges in real-time, and is aligned with ABC Tech's cross-regional, cross-functional ethos.

Bi-annual Pulse Survey

To keep a consistent check on employee sentiments, understand evolving challenges, and collect feedback on the efficacy of our solutions, a pulse survey will be administered twice a year. This keeps us agile, allowing for timely interventions and iterative improvements to our talent retention strategies.

ILLUSTRATIVE CASE STUDY



In Q2-3 of 2023, ImaginativeHR supported a growing and disruptive data consultancy to map out potential career paths within their HQ Tech teams. Through a highly consultative and collaborative approach involving a broad range of stakeholder at all levels of the organisation, we partnered to deliver a suite of career pathway outputs to support the ongoing development of the organisation's talent strategy.

THE CLIENT ENGAGEMENT PROCESS

We make working with us easy. We have a very simple, partnership oriented approach to engaging in a business relationship with you and your organisation.

1

INSIGHT: DISCOVERY AND NEEDS ASSESSMENT

At ImaginativeHR, our journey begins with you. We take the time to deeply understand your organisation, from its structure to its unique culture and goals. Our team engages with key stakeholders, evaluates existing processes, and gathers critical data to gain valuable insights into your business requirement. This initial stage sets the foundation for our partnership, allowing us to craft tailored solutions that align with your organisation's objectives with precision.

2

PLAN: PROPOSAL AND SERVICE OFFERING

Armed with a deep understanding of your organisation's unique needs and challenges, we craft a tailored proposal and service offering that outlines a strategic roadmap to drive positive change. Our proposal is a collaborative document that outlines the comprehensive solutions we recommend to address your organisation's specific pain points and objectives. This proposal includes a clear scope of work, a breakdown of services, timelines, and budget considerations. We take pride in providing transparency, ensuring that you have a clear understanding of the proposed services and their expected outcomes.

PLAN: REFINE AND FINE TUNE

Once you have had the opportunity to review the proposal, we collaborate closely with your team to ensure that our services align with your organisation's unique culture, values, and vision. We value open communication and feedback, and believe that making adjustments to fine tune is an essential step to ensuring optimised outcomes.

3

ACTION: CONTRACT AND COMMENCE

Once we've tailored our solutions to suit your organisation's needs and aligned our services with your objectives, we will then contract with you to provide professional reassurance and commence our partnership. Our experienced team will then liaise with key stakeholders across the organisation to validate our work with you and to build earliest traction. Beyond the transparency of our approach, we pride ourselves on delivering high quality solutions and going the extra mile for our clients - we look forward to working with you.

GET IN TOUCH TODAY

Whether you have questions about our solutions, are seeking a no-obligation proposal, or are ready to forge a partnership immediately, we're eager to connect. Reach out now and let's embark on this journey together.

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