

# Your Workforce Strategy

Attracting and Retaining the Right Talent for your Business



## Your Workforce Strategy

A comprehensive workforce strategy is vital in attracting and retaining the right talent to drive the growth and success of your business. Our experts have a wealth of experience and can work with your businesses to develop a Workforce Strategy, consistent with your ESG and CSR goals. Click on the icons to find out more or **contact** one of our specialists.

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## Talent Retention & Incentivisation

Successful businesses invest in their people. Can the business attract and retain talent over and above its competitors? Are any employees considered a flight risk? Offering attractive packages will help set you apart from the crowd, build employee loyalty and draw interest from a wider and more diverse pool of talent. Our team has a wealth of experience in putting in place a variety of different retention tools – whether equity incentives, bonuses, commission, profit share or “softer” benefit packages.

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## Protection of Trade Relationships & Confidential Information

Restrictive covenants are very difficult to enforce and quite often business protection provisions are not fit for purpose or, where there has been a TUPE transfer, might only protect the former employer's business. It is of little help if you learn of this when a business critical employee is leaving for a competitor and intends to target your clients or orchestrate a team move. We can help you ensure that appropriate protections are in place at the outset. Click [here](#) for more information.

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## Hybrid Working

The attraction of a hybrid working arrangement is now higher than ever. Businesses have a wider pool of talent available if they look to draw their workforce from further afield, and perhaps even overseas. We have considerable expertise in helping businesses develop and implement hybrid working arrangements from an employment, data protection, health & safety, taxation and immigration perspective. Click [here](#) for more information.

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## Changing Workforce Terms

Are the terms consistent with best practice and market standards? Or do you need to change existing terms to ensure the business is protected? Whatever the reason, we are well versed in helping businesses implement changes in the most painless way, while quickly getting employees on board in the process.

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## Diversity, Inclusion & Social Mobility

Diversification of the workforce has long been a key focus for businesses. With the rise of social movements and the widening of scope in pay gap reports, it will only continue to remain a top Board agenda item. Aside from the obvious CSR angle, trends show that greater diversity within an organisation can often lead to stronger business performance. Diversity does not just relate to recruitment but covers the whole life cycle of employment.

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## Employee Engagement

Communication with employees is essential. Increasingly employers are looking at creating employee forums to increase transparency, loyalty and employee investment in the success of the business. Simply put, a happy workforce often makes for a stable business.

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## Contingent Worker Arrangements

We help organisations operate flexible workforces. We regularly advise on IR35, employee/worker status, agency workers, intermediaries or umbrella companies and PEOs. In addition, the use of apprenticeships, training models and internal gig arrangements may be key within your business. Our industry renowned team is well placed to help you navigate the everchanging world of contingent workforce issues.



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## Business Immigration

Compliance is essential and obligations are time critical. With immigration rules constantly changing, we are here to provide the most up-to-date advice, coupled with clear and practical solutions to help ensure that your workforce remains compliant and you can plan ahead to meet your long-term commercial needs.

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## Corporate Governance

Whether the business is abiding by voluntary corporate governance standards or those imposed by reason of listed status or size, many corporate governance issues need to be considered as part of the Workforce Strategy. Whether it is pay ratios, whistleblowing safeguards, employee engagement, corporate culture or the remit of the Remuneration Committee, we can assist in the formulation and implementation of these requirements.

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## Reorganisations

Consolidations, restructures, outsourcings and insourcings are our bread and butter. Whether your plans involve TUPE or other forms of collective consultation, we are on hand to help implement these changes. We take a clear and practical approach, with your businesses reputation and employee relations being at the forefront of the plans.

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## Leadership Appointments & Succession Planning

It is surprising how few leadership appointments have terms in place that reflect the individual's increased responsibilities – including directorship and fiduciary duties. Reviewing the detail of these contracts to identify the practical, commercial and legal gaps will help ensure that leadership terms are not just fit for purpose, but support succession planning and protect the business when changes occurs. Policies on HIPO employees, mentoring and talent development are vital to many businesses, but are also increasingly coming under scrutiny. These policies should not only assist in succession planning, but should also implement corporate governance standards, such as facilitating diversity within the executive pipeline.

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## International Employment Opportunities

In the wake of Brexit and the rise of the hybrid working models, we recognise that businesses are exploring opportunities to employ individuals overseas (such as part of international acquisitions or off-shoring of teams/services to overseas locations). We are primed to support you with any international expansion plans.

## Contacts

A comprehensive workforce strategy is vital in attracting and retaining the right talent to drive the growth and success of your business. Our experts have a wealth of experience and can work with your businesses to develop a Workforce Strategy, consistent with your ESG and CSR goals.



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