

Recruitment

Our Boutique Recruitment Practice

In response to client demand we are proud to introduce our very competitive and client centric boutique recruitment practice. Unlike many boutique practices, we don't provide a sector or profession specific service; our reason? So all our clients can benefit from our proven operating experience but with the benefits of being on the receiving end off a boutique approach!

Our emphasis is on longevity of relationships; our focus is managing your talent pipeline with you.

Our boutique service is just one string to our bow, our proven business partnering and coach-mentoring across varied sectors allows us to work individuals and organisations holistically, enabling our clients' to achieve honest and open advice, tempered challenge to realise a tangible return on investment and organisational stability.

Our clients are really important to us as evidenced in our testimonials, in addition to developing meaningful and long term partnerships we want to assist your growth and delivery - this is what inspires us.

For example you may be considering:

- Executive search and selection
- Hiring interims
- Organisational reviews
- Reviewing succession planning processes
- Attracting talent & of course retaining them!
- Exiting people, we can help with dispute resolution and outplacement provision



Recruitment

It saddens us to see how badly this business critical process can go wrong from. That is why the Rapport Store provides a recruitment and talent management service to help you get the very best from your recruitment and people decisions.

Please see our time saving 12 step process below.

Too many businesses spend far more time specifying and purchasing a piece of new equipment than they do selecting the right people.

The lifecycle of the recruitment process is probably one of the most important processes that you can undertake as a business. Get it right & it can pay significant long term dividends, get it wrong & the consequences can be disastrous.



The rapportstore can do as much or as little as you like. Our boutique recruitment agency takes the time to fully understand your requirements and prides itself on finding the best people for your success!

Call the rapportstore on 01562 745747 and let us help with your organisational planning and recruitment needs.



the **rapporstore**

www.rapporstore.co.uk tel: 01562 745747

Recruitment

The Cost of Poor Recruitment

It can be very difficult to genuinely quantify the cost of getting a recruitment decision wrong. In our experience it is not something that businesses look too deeply into ahead of appointments or indeed dwell on after the event, but the true cost can often far exceed your expectations.

The cost of making a poor recruitment decision ranges between 100% - 137.5% of the annual salary.

In this example we have chosen a 'business manager' on £60,000, who resigns after three months in a role. The estimated cost to business at this stage is high, as this manager is unlikely to have made a meaningful contribution to the businesses overall performance (we know that it can take 3+ months for people new to both a role and a business to really perform).

- Recruitment & Advertising costs = £9,400
- Salary & notice period = £20,000
- Management time (selection) = £1,000
- Management time (induction, training) = £5,000
- Administration costs = £1,500
- Delayed 'projects' cost = £25,000
- TOTAL = £61,900 or 103%

This selection error has cost the business approximately a full year's salary for the role (before factoring in any covert costs!). Selection of employees can be distorted by bias, perception and capability. Added to this, things change, therefore there is a constant need to ensure 'proper fit'.



Recruitment

The **rappor**store can assist you with:-

- Assessment Centres
- Interview skills workshops
- Job profiling
- Competency based interviews
- Advertisement
- Briefing agencies and managing this process on your behalf
- Short listing matrix
- Psychometric testing
- Personality profiles

It is incredible that businesses who will invest £30,000 in a piece of new machinery will spend a significant amount of time and resource on checking every last detail of the specification to ensure it meets exactly with the requirements of the business, and yet will generally spend significantly less time and effort in selecting an employee that in relatively little time will cost considerably more than this if the fit is incorrect.

The **rappor**store can de-risk the whole recruitment process and ensure you get the right people matched to your business performance needs and equally important, your culture and reputation.

So if you want a cost effective, supportive and refreshing take on recruitment and development we'd be delighted to hear from you!



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