

# Values Based Recruitment

## Programme

**Aim:** To provide a forum for leaders and people professionals to learn about the advantages of values based recruitment for driving organisation culture and profitability and improving selection decisions and employee retention. You will discuss how to adopt a values based approach and how to make it work in a way that adds value to your organisation.

**Objectives:** At the end of the programme you will be able to:

- Set out the benefits of a values based approach to recruitment to your organisation
- Take the steps needed to define your core values and explain the importance of ensuring that they are lived within and believed in by everyone inside and outside your organisation
- Explain the potential pitfalls of a values based approach to recruitment and take steps to avoid them
- Plan for the effective and successful implementation of a values based approach to recruitment and selection.

**Methods:** This will be a programme that will be delivered via a mixture of activities ranging from presentations and interactive discussion of ideas and approaches by participants, to action learning. You will leave the programme with an action plan and a set of tools and techniques to support it.

**Times:** Starting at 09:30 and finishing at 16:30

**Facilitator:** George Lepine

## Programme

- 09:00 onwards**      **Arrival**
- 09:30**                      **Introductions and Welcome**
- Discussion around**
- Organisation culture - its impact on people and the bottom line
  - Getting everything aligned around your culture and values
  - Better recruitment, better retention, more satisfaction and improved performance
- What the research evidence tells us**
- The changing face of the recruitment marketplace
  - The costs of poor recruitment decisions
  - How values based recruitment can help
- 10.45**                      **Coffee**
- 11.00**                      **Defining your values**
- What do your values really mean?
  - How do people in your organisation live its values?
  - What do your best people share in common?
  - What would your employees say and what do they believe?
- Discussion and review of current practices**
- 13:00**                      **Lunch**
- 14:00**                      **Using your values and avoiding the pitfalls**
- Values as behaviours
  - Assessing values
  - Avoiding bias and discrimination
  - Training for managers
- Discussion and outcome for this session**
- Planning for the adoption of a values based approach
  - Action points to take away
- Working tea break during the above session**
- 16:00**                      **Reflections on the day**
- 16:30**                      **Close**