



Management Consulting Services
Recruitment - Training - Coaching & Development -
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BECOME AN EMPLOYER OF CHOICE And Improve Results

There is no internationally recognised standard for becoming an Employer of Choice (EOC). However, we have recently completed an extensive review of what employees in the EU, USA and Australia look for in an EOC and there are common threads.

Leadership

Employees must feel that the top leaders in the organisation are genuinely interested in their people. This means visible commitment in **action** by introducing enlightened people-management and ensuring that managers are held accountable for this. Congruence between words and action is vital – no empty cliches.

Growth and Opportunity

EOCs work hard to create continuous opportunities for their people to grow and develop. Also, most employees recognise retrenchment as a realistic risk, so need to keep developing their skills to be marketable in future. People want recognition for their contribution and they want frequent feedback on their performance, not just once a year at performance reviews.

Teamwork and Morale

People want a good working environment where morale within their team and department is good and they feel they "fit in".

People also want to be respected by their immediate boss and be able to regard him or her as a role model in enlightened people management.

Meaningful Work

People need a sense that what they do adds value in some way for internal or external customers, the broader public or society at large. Merely having a job is not sufficient.

Fair Deal

Everyone wants to feel that relative to others in the same organisation and employees in the same sector, the remuneration they receive is a "fair deal". Also, if they are contributing to the success of the organisation then they expect fair treatment when they need flexibility to deal with personal matters.

Giving Back

People want to feel that their organisation gives something back to benefit the local community or broader society. This should be from a sense of social responsibility, not to gain publicity.

True EOCs achieve high performance results because their people find challenging work satisfying.

The 51 top publicly listed EOCs (in a UK study by Best Companies) significantly outperformed the FTSE All-Share Index.



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