

Attracting and Retaining Talent in an Age of Uncertainty

Over 40 HR Directors and Talent Managers attended an insightful seminar entitled Living in an Age of Uncertainty hosted by HopkinsLongworth and Davies HR Consultants at the RSA, London on 10 October 2017.

Occupational Psychologist, Dr Amanda Potter, CEO of Zircon Management Consulting and BeTalent, was the key note speaker. She highlighted the impact of coaching, organisational culture and future leader strategies to combat the uncertainty of today's market, particularly in terms of the current and future talent shortages.



Amanda presented a wide range of research she has conducted over the last few years and informed the audience about the methodologies she has created to help organisations drive leadership success and understand the roles that different people play within a team.

She commented, "We all live in a VUCA world (volatile, uncertain, complex, ambiguous) and don't know what's around the corner.

However, leaders need to instil trust and keep employees engaged during these volatile times. What is absolutely critical is to identify and develop people at all levels who will be key to our businesses in the future.

"During uncertain times, there is also far less job movement and we need to make sure that we move and find opportunities for people which are most appropriate for their strengths."

Whilst talent was considered to be a number one priority by business leaders, Amanda highlighted that less than 50% of FTSE 100 companies actually have a talent strategy in place. She advised that in order to prioritise talent for 2020, organisations need to have plans in place now to:

- 1) Develop a clear and sustainable talent strategy
- 2) Improve management and leadership capabilities – making leaders more effective and agile
- 3) Create an agile organisation

Sarah Hopkins, Director of Hopkins Longworth commented, "Amanda's approach to leadership and talent management is outstanding. She has a huge track record of success, working with blue chip organisations and ambitious, fast-growth businesses. We are delighted that she agreed to be our key note speaker and that we were able to host such a thought provoking and relevant event for our clients."



Phil Herbert, VP Human Resources at Sharp Electronics (Europe) Ltd who attended the event commented, "The presentation flagged up some real challenges which we don't often think about – such as how the expected talent drain from the G7 to E7 countries will impact UK-based businesses in the future. We really need plans in place to address this."



Linda Sleath, HR Director (Supply Chain & Operations) at Brakes Group said, "Amanda's presentation certainly challenged my thinking, especially when she demonstrated the business case for disruption through diversity. It has been a fantastic event and also a great opportunity to network and connect with peers."



Andy Aston, Head of HR Programmes at Royal Mail added, "As a result of Amanda's presentation, I will certainly give more thought to leadership talent from an organisational and individual perspective. The more we can identify and nurture talent at all levels, the better we can be as an organisation."



Hannah Foster, Director of HR at the National Church Institutions of the Church of England, said, "Amanda was an impressive speaker. I was particularly interested in the research she discussed which shows that everyone has talents and gifts – it's something which the Church of England is passionate about and it's good to see data to back this up. Our role as good HR professionals is to help to identify those strengths and use them effectively in the organisation."



The event also celebrated the launch of HopkinsLongworth's partner, Davies HR Consultants - a new HR consultancy that focuses on a wide range of areas including Executive Coaching, Talent Strategies, Change Management and HR Operations and Systems.



Althea Davies, Co Founder of Davies HR Consultants commented, "The consensus of the attendees I spoke to reinforced the critical importance of talent management to an organisation and also the increasing trend to utilise specialist support like Amanda's and our offering to support delivery."

Zircon and BeTalent offer a range of complementary services to HopkinsLongworth to help individuals and organisations to reach their highest potential.

About Hopkins Longworth

HopkinsLongworth Executive Search is a senior recruitment services consultancy focused on the provision of talent to deliver competitive advantage for our clients in a highly competitive market across the UK, Europe and beyond. We specialise in the following sectors:

- HR
- Marketing / Commercial
- Procurement / Sourcing
- Manufacturing / Operations
- Strategy
- Risk & Compliance
- Sales
- Supply Chain
- Finance

In addition to Executive Search we have a proven track record in Market Mapping, Research and Long-Listing.

If you would like further information or are interested in attending future HopkinsLongworth events, please contact Sarah or Jane at HopkinsLongworth.

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