EMBEDDING CQ - OUR PROCESS

Results

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Our statistics show that our processes deliver diversity on placement and not just at longlist. By creating accountability frameworks throughout, we monitor and embed proportionality at all stages of the process.

Implemented accountability frameworks within our brands to monitor and embed DE&I activity and achievements. Training is a constant with new modules added and refined as we react to market demands and legislation.

Equitable Selection

Professional Development

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Rigorous research backed by an authentic and unbiased approach, delivers a level of proportional response to our mandates, far in excess of what is considered to be the "norm".

We are committed to a positive ----candidate experience, and helping
our clients improve their processes.
We provide appropriate support to
candidates, this is particularly
important for candidates from
diverse backgrounds.

Candidate Support

Evidence Backed Data

Market insights, proprietary data
on diversity, candidate perception
of the hiring process. Using our
tracking algorithm, we are able to
show where candidates
disengage from the process and
manage a strategy to encourage
greater attraction and retention
from target to shortlist.

We create non-discriminatory role profiles and work to ensure that assignment briefs are framed in an open and inclusive way. We extend the pool of candidates from the usual suspects to include those with transferable skills and valuable lived and learnt experience. This allows you access to a candidate base that has demonstrable and varied skills and underlying competencies and personal capability.

Proportional Representation

Diversity of Thought

--- All our mandates show proportionality in their outreach, backed by the cultural understanding to engage candidates to consider the opportunity for its merits and reduce the "tissue rejection" found in purely tokenistic approaches

Engage in strategic conversations with clients with a focus on Board composition. We make in excess of 100 placements a year, giving us access to meaningful amounts of information on compensation, diversity and hiring activity.

Emotional Intelligence

