



We are talentsmoothie
organisational development consultants

Connecting organisations and people

We are experts in Employee Value Proposition (EVP), Employee Engagement, Effective Leadership, Employer Brand and Recruitment, and creating Innovative Workplaces (the changing world of work). Sometimes our work fits into one of these areas. Other projects span them all. From one-off reviews, assessments and workshops to global strategies and large-scale implementations, the talentsmoothie team is ready to tackle any challenge to get you the results you need.

How we can help

talentsmoothie™
connecting organisations and people

Employee Value Proposition (EVP)

Your Employee Value Proposition is what we call your 'people deal'. We help you define it for outstanding business performance and employee satisfaction.

Create a great place to work, where your clients will love to do business.



Employee Engagement

We help you recruit the best people, manage them successfully and deliver your 'people deal' to them consistently. We work with you to develop processes, behaviours and a culture that will excite and engage your employees so they are motivated to give their best.

Build a work environment where employee engagement breaks records and people can shine.



How we can help

talentsmoothie[™]
connecting organisations and people

Effective Leadership

We help you define what 'great leadership' looks like in your organisation, and we provide the framework and the development plan to bring everyone up to that level of greatness (in line with your business goals, values and EVP).

Lead and manage
your workforce
effectively, so people
perform and thrive.



Employer Brand & Recruitment

We help you articulate and communicate your 'people deal' to be exciting and compelling, so it targets, reaches and appeals to the brilliant people (from diverse backgrounds and with the wide range of experience) you want.

Attract, select and recruit the top talent you need to grow and sustain a successful business.



How we can help

talentsmoothie[™]
connecting organisations and people

Innovative Workplace (the changing world of work)

We help you protect your 'people deal' by keeping it relevant and innovative. We are experts in the changing world of work and understand its potential impact on your workforce and your organisational culture.

Be at the forefront of
thinking and ahead
of your competitors.



What our clients say about us

talentsmoothie[™]
connecting organisations and people

Employee Value Proposition at Kuoni Group

“We chose talentsmoothie, ahead of other consultancies, to develop our global EVP because of their personal approach and the speed in which they quickly understood what we needed. They were really a true partner throughout and it felt like they were a natural extension of our own team. It was talentsmoothie’s professionalism and vast experience in organisation culture, generational knowledge, and their general understanding of what motivates global employees in the workplace that were critical to the success of the project.”

**KUONI
GROUP**
Travel Industry Services

Lorraine Slattery, Chief HR Officer & **James Reuben**, Vice President
Kuoni Global Travel Services



What our clients say about us

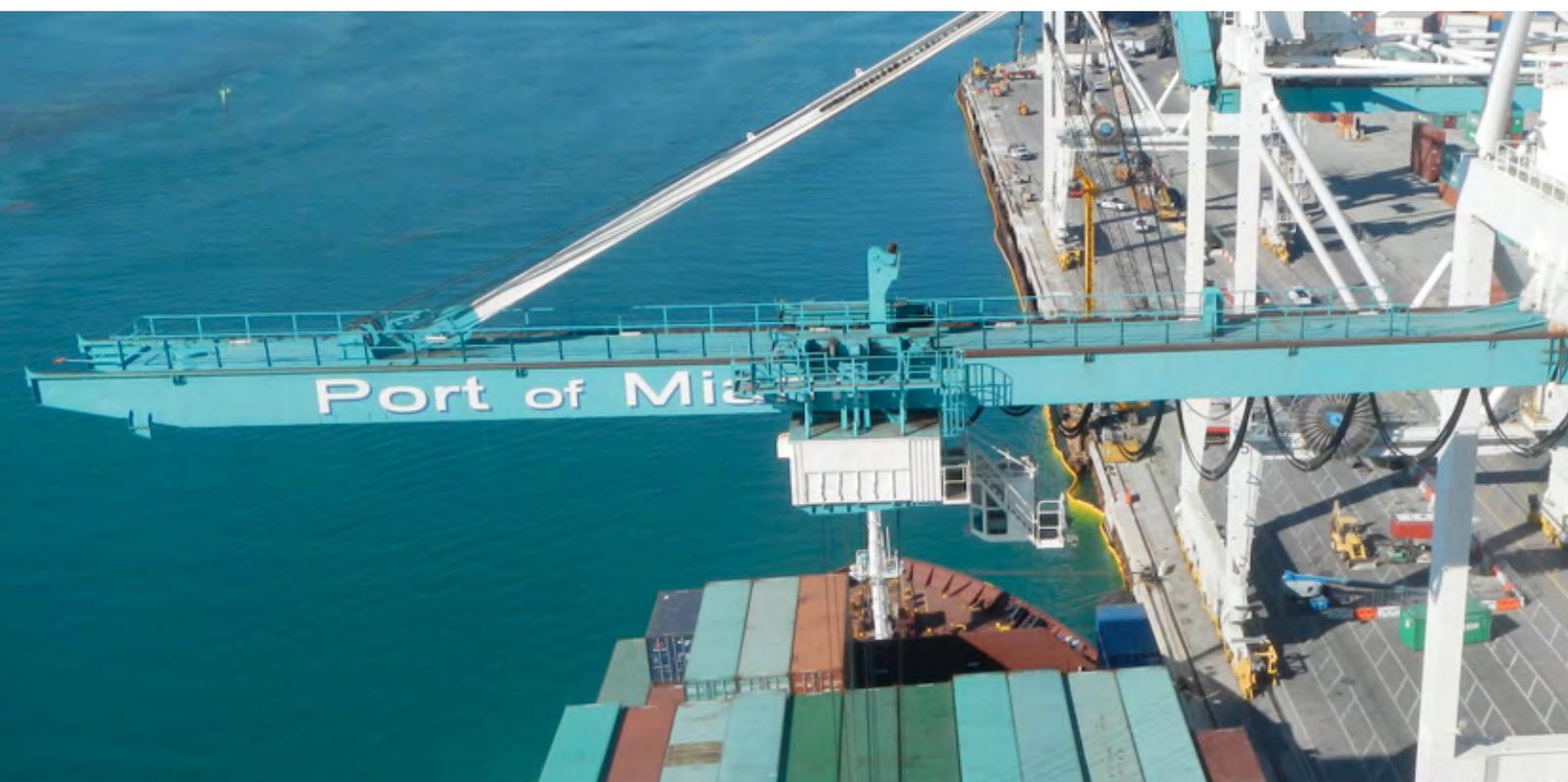
talentsmoothie™
connecting organisations and people

Employee Engagement at Atkins Global

“Talentsmoothie are true experts in their field. The talentsmoothie team took impeccable care to understand our business, and they then fully partnered with us and our clients to address some of our key strategic themes around gender, equality and bias. Recent evaluation of the impact of the work carried out showed tremendous results; we are seeing positive shifts against our qualitative and quantitative business measures, and in the culture of our organisation.”

ATKINS

Gila Stockell, Learning and Development Consultant
Atkins Global



Effective Leadership at Enterprise-Rent-A-Car

“Whatever the challenge, they ask the tough questions needed to really get to know an organisation inside and out. No ‘cookie cutter’ processes here nor ‘one size fits all’ – they get the results we need. From this latest Leadership Effectiveness project we’ve seen improvements in engagement scores, and more successful, diverse and fair promotions, but, we are also excited to be experiencing real culture change, which was what we wanted. And it’s not only about the results... it’s about the nature of the working relationship too; talentsmoothie, with Justine at the helm, are a delight to work with, and I am happy to recommend them.”



Donna Miller, European HR Director,
Enterprise Holdings



Employee Value Proposition at AstraZeneca

“Through their rigorous approach, and ability to integrate other core elements such as our business strategy and corporate brand, talentsmoothie helped to ensure that our EVP will be sustainable in the medium to long term. Above all, it was their positive can-do attitude and their utmost flexibility and confidence in helping us to navigate ambiguous scenarios, that really impressed. From my experience they are one of only a small handful of external partners that truly understand what an EVP is and how it can work to drive a business and its culture forward.”



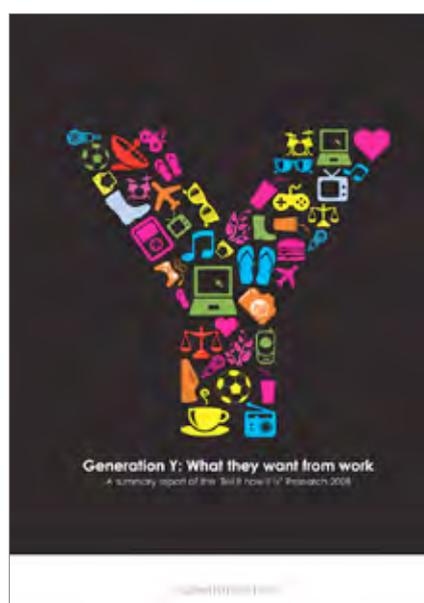
Stephen Lochhead, former Director,
Global Talent Attraction, AstraZeneca



Why we're known for our insight

We are committed to on-going research into the social, economic and political changes that affect us in the workplace. We partner with like-minded organisations and collect data via our research website **Tell It How It Is** (www.tellithowitis.com) to investigate and understand what's happening and what's going to happen. We're always one step ahead, so we can make sure you are too.

For example: in 2015 we asked 850 baby boomer employees their views on retirement versus working longer, and 13 organisations their views on **the ageing workforce** and what plans they had for change; in 2011 we investigated how organisations can increase their chances of hiring and retaining **the best graduates**; in 2008, for one of the first ever global research reports into **Generation Y**, we asked 2521 Gen Ys what they wanted from work.



Who we are

We are a talented team of HR professionals, many of us with in-house experience – so we understand the challenges you face.

We get to know you, your motivations and your concerns. **We find out what success looks like to you**: similar projects can have very different objectives and it's important we are crystal clear on yours. **We create the best solution for you**: we apply ourselves equally to every project whatever the size, and we take on as little or as much work as you need. **We infuse the work we do for you with our values**: we are client focused, caring, conscientious, curious and have integrity. **We deliver brilliantly on our promises to you**: we get results.

We are talentsmoothie, organisational development consultants

We are experts in Employee Value Proposition (EVP), Employee Engagement, Effective Leadership, Employer Brand and Recruitment, and creating Innovative Workplaces (the changing world of work). Sometimes our work fits into one of these areas. Other projects span them all. From one-off reviews, assessments and workshops to global strategies and large-scale implementations, the talentsmoothie team is ready to tackle any challenge to get you the results you need.

For more detail about how we help organisations succeed, please visit the talentsmoothie website at www.talentsmoothie.com where you can learn more about our work and:

- download our free Factsheets, Action Sheets and Position Papers
- learn how to get copies of our research reports
- read our client case studies
- join our mailing list of valued contacts

Or if you'd like to talk through anything you've read in this overview brochure, or any business challenge you're facing right now, please email hey@talentsmoothie.com or phone +44 (0)20 7127 4741.

We'd love to hear from you.



web: talentsmoothie.com
tel: +44 (0)20 7127 4741
email: hey@talentsmoothie.com

talentsmoothie Ltd
Registered in England No. 06184562
34-35 Eastcastle Street
London W1W 8DW

© 2017 talentsmoothie