recruitment
leadership.

The People Performance Reset

A ten-week programme helping recruitment businesses strengthen management, improve team performance and address staff turnover.

Does this sound familiar to you?



- You're losing people you've invested time and money in developing.
- Your managers are strong billers, but need support leading their teams.
- Performance conversations and development plans aren't consistent.
- Directors regularly step in to manage people or resolve problems.

The People Performance Reset combines a review of your people practices with practical management development and hands-on support from Alison Humphries.

What You'll Gain

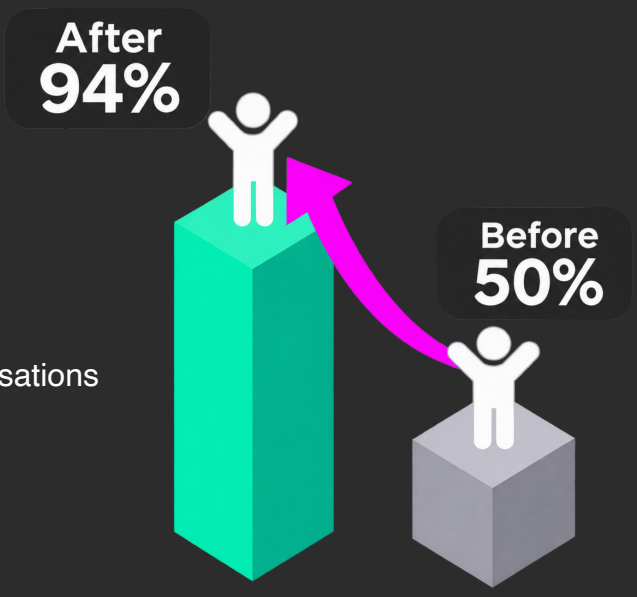
- **Stronger People Management -** Develop managers' skills in coaching, delegation and performance conversations.
- **Better Team Performance -** Give managers the tools and routines to support consistent performance.
- **Improved Retention -** Understand what may be contributing to staff turnover and identify ways to address it.
- **Clearer Management Responsibilities -** Strengthen accountability and reduce the need for directors to step in.
- **A Plan for Continued Improvement -** Put practical development plans and management routines in place.

Better managers. Stronger teams. Fewer expensive departures.

What Results Can You Expect?

The People Performance Reset helps you:

- Identify barriers to team performance
- Build managers' confidence and skills
- Improve coaching and performance conversations
- Address the causes of staff turnover
- Put clear management routines in place



Proven results: In a previous client programme, employee retention improved from **50% to 94%**.*

What's Included?

The programme combines a review of your current people practices with practical management development and hands-on support from Alison Humphries.

01

Weeks 1-2: People & Management Audit

- Review staff turnover, length of service and recruitment decisions.
- Examine induction, performance management, absence and reward structures.
- Speak confidentially with directors, managers and selected employees.

02

Weeks 3-4: Leadership Capability Assessment

- Observe how managers coach, delegate and manage performance.
- Review management responsibilities and accountability.
- Assess whether targets and incentives encourage the right behaviours.

03

Weeks 5-8: Targeted Management Development

- Deliver workshops and individual coaching for managers.
- Develop skills in coaching, delegation and performance conversations.
- Address underperformance, employee engagement and progression.
- Build practical skills using real situations from your business.

04

Weeks 9-10: Embed & Measure

- Introduce management routines and individual development plans.
- Assess early changes in management behaviours.
- Provide a roadmap for ongoing leadership development.
- Agree a 90-day people improvement plan.

Investment & Commitment

- **£7,500 + VAT** for the ten-week programme, including approximately five days of Alison's direct involvement.
- Designed for UK recruitment agencies with approximately 5-25 employees, including support for up to six managers.
- Delivered remotely and in person, with an agreed level of staff interviews.

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Ready to make a change? Get in touch with Alison to discuss your business.

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About recruitment leadership.



Alison Humphries I NED & Business Mentor to the Recruitment Industry

With over 40 years in recruitment, Alison has held director-level positions at businesses including Hays Plc, Robert Half International, BNB Plc and Penna Plc, building an extensive career across contingent, retained, temp/contract, RPO, statement of works and consulting services.

She has personally negotiated global contracts worth up to £120million in gross profit a year.

Simultaneously, she became an awarded designer of L&D programmes, a legal and compliance expert (REC Chief Examiner) and HR advisor. Her contribution to the recruitment industry was recognised by the REC with an Honorary Fellowship - one of just 25 people to hold this honorific.

Alison has advised recruitment business owners and leaders for nearly 20 years, delivering impressive results, including a recent trade sale exceeding £20 million. She remains hands-on and closely involved in the industry.

From high staff turnover to a stronger team

A recruitment business was experiencing high staff turnover, with the cost felt through recruitment fees, management time and lost opportunities.

Alison designed a structured people development programme covering management capability, team communication, internal hiring and performance management.

Following the programme, employee retention improved from 50% to 94%, and subsequent promotions were reported within the team.*

This was a previous client programme, not the ten-week People Performance Reset. Results will vary depending on the business and the changes implemented.