Embedding values into HR Practice – practical tips and advice

Lisa Thomson, Purpose HR

YOUNG COMPANY FINANCE Scotland

A bit about me….

- Founder and CEO of Purpose HR
- Executive Certificate in Coaching and Mentoring
- Saltire Fellow 2013/14
- Director for Scotland with Startup Grind
- Ambassador for Women's Enterprise Scotland

Some of our clients

savantech

fios GENOMICS

aridhia

experee®

CALCiViS® dental enlightenment

designLED

PowerPhotonic

Greengage Lighting Ltd.

mallzee

novosound

XDESIGN Mobile Applications | Digital Solutions

Administrate

brainwave

AppsCentral

Blackford analysis

MaidSafe

smarter grid solutions

purpose hr

Pragmatic, commercial outsourced HR for early stage and high growth ventures….

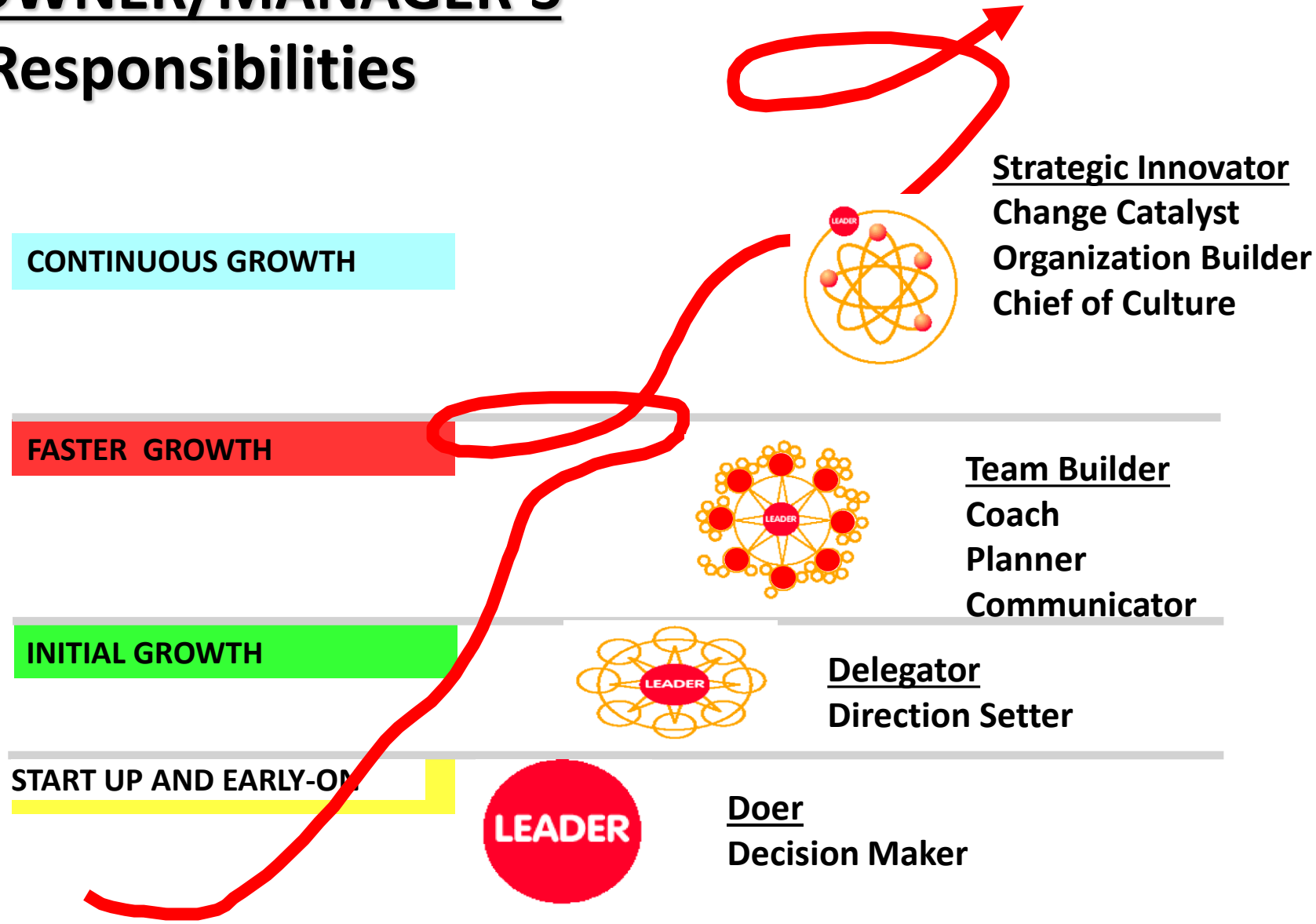
We offer:

- Pragmatic, commercial outsourced HR support
- Niche Clients: typically early stage, investor backed high-growth technology, engineering and life sciences companies
- Team of 4 HR professionals
- Full end to end HR support
- Retained or specific project basis
- Currently a base of 15 retained clients
- Grown through recommendation and referral

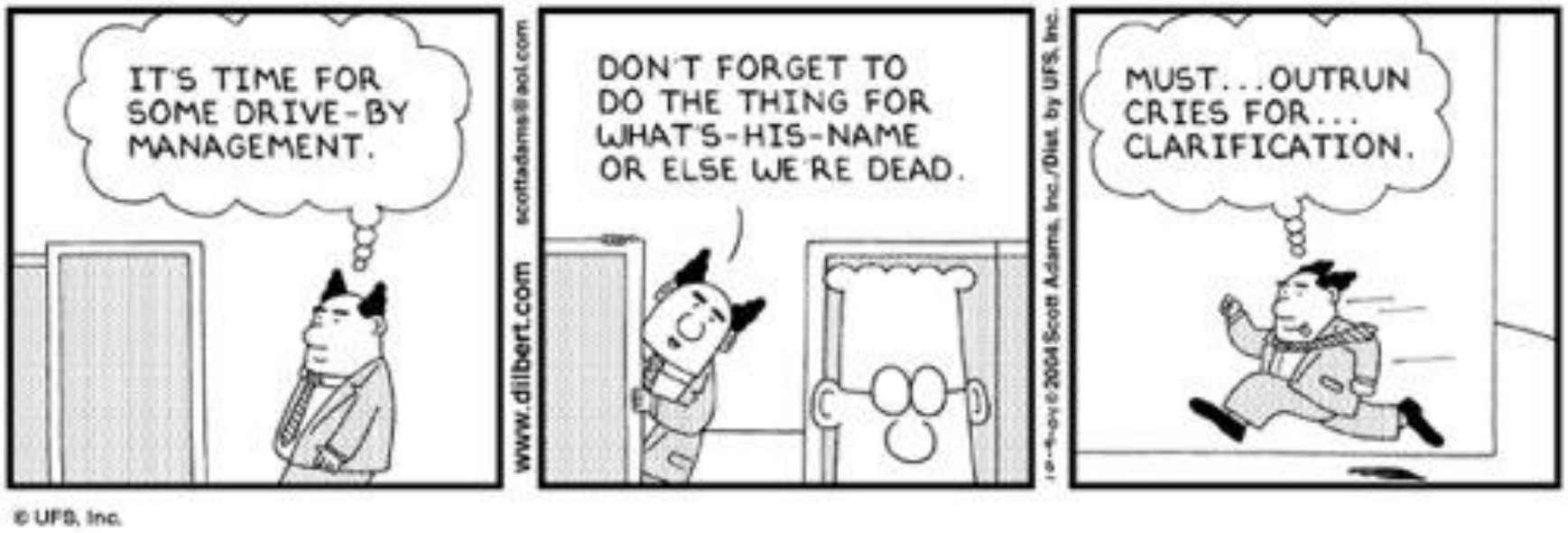
BUILDING

Who
What
When
Where
How
Why???????????

OWNER/MANAGER'S
Responsibilities



MANAGING



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DEVELOPING

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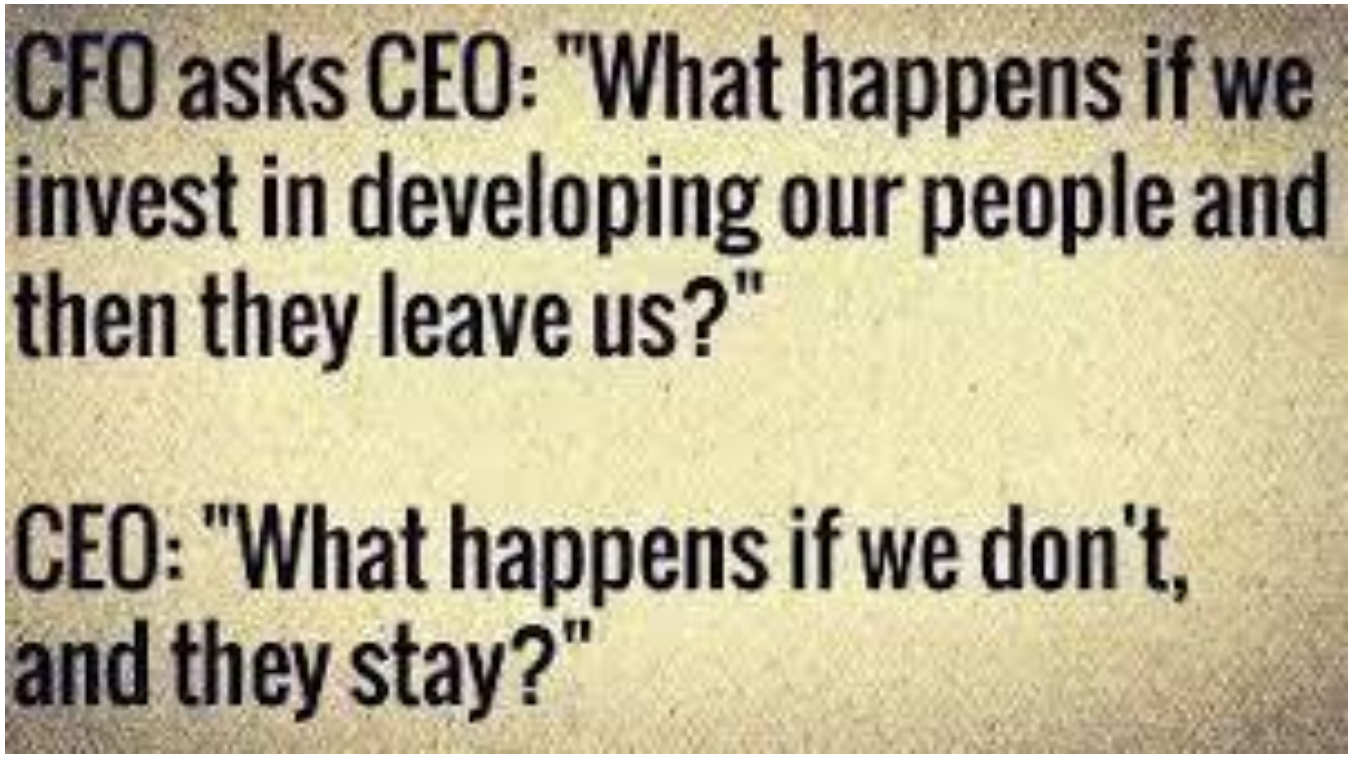
CFO asks CEO: "What happens if we invest in developing our people and then they leave us?"
CEO: "What happens if we don't, and they stay?"

PROBLEMS

PEOPLE

- Performance Issues – Capability or Performance?
- Poor communication
- Micro Managing/Lack of Delegation
- Confusion about Responsibilities and Authority

TAKING ACTION

CULTURE VISION VALUES

Please get in touch – I'd love to hear from you!

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