

# Embedding CQ

## *Our Process*

### Professionalism Development

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.

### Candidate Support

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.

### Diversity of Thought

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.

### Emotional Intelligence

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.

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### Results

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.

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### Equitable Selection

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".

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### 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.

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### Proportional Representation

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.

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