

# H2R NEWS



## From the Recruitment Consultants desks...

The talent market has continued to be competitive despite tightening economic conditions. SEEK recently reported that New Zealand job advertisement numbers had increased month on month, however they are still 25% lower than a year ago. With the rising cost of living and recession, many candidates are focused on job security and are choosing to stay in their current roles. Those candidates who are active in the market, are in multiple processes and continue to be drawn to organisations and opportunities that offer strong leadership, development, flexibility, and cultures that put their people first. This means that focusing on your employee value proposition will continue to be important, helping you to attract the best possible talent.

We have seen the number of job applications increase across all levels; however often the quality of active candidates has been low. Bucking the trend is in the Senior Leader talent market, where there are many strong active candidates in the market. Interestingly, there have been many candidates boomerang back to their previous employer, being disillusioned by organisational cultures that they had recently shifted to. Candidates are no longer chasing a higher position, but instead are seeking out opportunities that enable them to work for organisations that have a strong purpose and values alignment.

Despite the upcoming election, our consultants have been busy identifying top talent for our clients in both the public and private sectors. We have been involved in hiring C-Suite level roles, establishing teams for programmes of work, hiring for newly created roles as well as maternity covers and temp positions across all disciplines. Whilst the volume of contract roles has dropped, this is not surprising due to the political environment and some of our career contractors have shifted into permanent roles. We have also supported our clients with one



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or two components of the overall recruitment process, including phone screening projects, which has been hugely beneficial for our clients given the volume of applications they are now getting - in some instances upwards of 100 applications per role.

### **From the Talent Development Consultants desks...**

It's that time of year again, where organisations have been undertaking their volume-based graduate or specialist recruitment processes. Our team have been supporting our clients to develop and implement a robust and engaging candidate journey, ensuring a fair and equitable experience for all candidates. Continually evolving these recruitment processes is critical. We do this by analysing diversity and quality of candidates selected, candidate engagement, as well as drop-out rates. This will mean even stronger processes next year!

Engagement surveys galore! Over the last quarter, our talent development team have developed and delivered eight surveying projects. While many organisations undertake regular pulse surveys, they still want to undertake an annual engagement survey conducted by an external partner to track year-on-year results. Many of our clients have been undertaking this process for five or more years and it is fascinating to track these trends over time. Item banks this year included a greater focus on Te Ao Māori capability, environmental sustainability, purpose, future working spaces as well as diversity, equity and inclusion.

Engagement levels in New Zealand and globally have returned to pre-pandemic levels. Sadly only 23% of the New Zealand and Australian workforce is engaged and thriving at work and we experience the second highest percentage of daily stress, as reported in the Gallup State of the Global Workplace 2023 Report. Our analysis showed that the item "My manager cares about my wellbeing" was seen as one of the strongest drivers of engagement across our client organisations. It is important to note that 71% of a team's engagement is attributed to their direct manager. Therefore, investing in leadership development is critical, however this is not a quick fix. Any leadership development needs time and dedicated support to be embedded in the work environment, via leadership commitment, individual and group coaching sessions. Making a few changes to the employee experience for those ambivalent or 'quiet quitters' in your organisations can make the difference in them thriving at work. Other key recommendations from employee feedback across surveys were ensuring that the Senior Leaders are visible, inspiring employees and not just talking about the organisation's financial position. Ensuring your manager or someone in management has had a conversation about your future career direction and development opportunities is also critical to engagement. When engagement was low in organisations, people wanted stronger lines of communication in the organisation and to be better consulted about decisions impacting their work.



### **From the Career and Change Consultants desks...**

Our team has been supporting some of New Zealand's large transformation projects across the public and private sector during the last quarter. This has meant that our client's employees have felt well supported through internal recruitment processes as well as ready to find great new opportunities in the external market. Many of the people impacted by change that the team has been supporting have been with their current organisations for a long period of time, so getting them prepared with a strong CV, LinkedIn profile as well as confident in applying for roles and navigating a wide range of interviews has been important. We have had huge success with many of our outplaced candidates having success in securing great new roles quickly as well as setting up their own businesses.

## Psychometric Assessment Neutrality: The Benefit of Having Access to All Psychometric Assessments in the Global Market

Given that there is now more talent in the market, the use of psychometric assessments to support recruitment processes is becoming more sought-after. Psychometric assessments have proven validity and allow hiring managers to objectively uncover information about candidates not available through other sources such as the interview.

At H2R our Talent Development team is accredited in all the major psychometric assessments in the market. We can objectively advise our clients on assessment processes to best measure role competencies and organisational values, as well as provide an engaging experience. The advantage of not being aligned to only one assessment provider means that:



- We have a deep understanding of the hundreds of different psychometric assessments in the market
- We keep up-to-date with the latest innovations and developments in the industry from all the major players
- We can recommend the best solution for a client, for instance to measure resilience, rather than needing to rely solely on one provider's tool
- We consider the overall candidate experience when recommending solutions. This includes consideration of candidate engagement, load and time, real-time technical support (our candidates don't talk to robots!) and a personable, insightful feedback discussion
- We can objectively provide the pros and cons of different assessments to our clients, e.g., for instance which assessments are the fairest for candidates with learning difficulties or visual acuity issues? Which assessments have the most representative NZ comparison groups?
- We can direct candidates to an assessment battery from a variety of provider's tools in our one streamlined H2R portal
- Where our test providers cannot support the R&D we desire, we conduct our own analysis to ensure Aotearoa's unique candidate market is thoroughly researched and understood
- Every role and organisation has its own unique needs and therefore, we strive to develop the right solution for your organisation, being able to be agile to meet different needs

We have a strong team of inhouse experts in our Talent Development team, who can provide you with advice and recommendations on incorporating psychometric assessments into your recruitment or development processes. Please reach out to Hayley Wright in Auckland ([hayley.wright@h2r.co.nz](mailto:hayley.wright@h2r.co.nz)) or Skee Joseph in Wellington ([skee.joseph@h2r.co.nz](mailto:skee.joseph@h2r.co.nz)) if you would like to find out more about how we could support your needs.

## What's Happening in the H2R Team?

We have welcomed back Alex Nation, Naomi Brennan and Lucy McLernon from maternity leave, who have enjoyed reconnecting with their clients and candidates again.

We are delighted to announce many well-deserved promotions in the team - Eloah Ferreira to a Senior Recruitment Consultant, Imogen Stythe to Business Support Recruitment Consultant, Nik Gerondis to Candidate Manager and Emily Jerrom will be moving across to our Contracting team in Auckland. We are also excited to announce that Katie Millar has joined H2R Technology up in Auckland and is working alongside Sharyn Saxby.

We were a sponsor of the 2023 CFO Summit, which was a great event to network with those in the finance industry and learn about current and future issues impacting the sector. Two of our Finance and Transformation Consultants, Oshin Robertson and Paul Hodder, attended this great event.

Our Wellington team hosted their sixth annual quiz night, with the Pāmu team taking out first place.

We have continued to give back to the community, with our Wellington office and H2R Technology teams cooking meals for whānau staying at Ronald McDonald House. We are about to climb up and down 5,200 stairs at Sky Stadium on 27th October to raise funds for Leukaemia's Blood Cancer NZ (LBC) and Cancer Research Trust NZ. These are charities that are truly close to our hearts. If you'd like to show your support, please donate via <https://vb.gy/mOag9>

During Māori Language week, we learnt and practiced our pepehas. We also supported the five ways, five days to wellbeing during Mental Health Awareness week.

We are looking forward to seeing many of you at our annual contractors function in Wellington as well as our wine tasting event in Auckland in the next month.

