



VISION VALUES STRATEGIES AND ACTION STATEMENT

OUR VISION

To develop a network of highly successful recruiting offices from which our clients, candidates and co-workers benefit from our success.

OUR VALUES

We value;
Ethical behaviour; integrity in all that we do; positive attitudes; skill trustworthiness; being consistent; being persistent, being dedicated to our profession; success and exceeding our clients and candidates expectations

Strategies to achieve our Vision

Actions to achieve our Strategies

Conduct a profitable business.

1. Develop a high level of professional skills and knowledge.
2. Be passionate about our profession.
3. Set challenging sales goals.
4. Strive persistently to achieve sales goals
5. Strive to maximise revenue.
6. Control costs.
7. Eliminate waste.
8. Maintain a high standard of financial control over company affairs.

Share our business success with our co-workers

1. Provide an incentive scheme that genuinely rewards performance.
2. Ensure all staff are well trained and equipped to do their job.
3. Create great working environments that sparks with energy and enthusiasm
4. Be "people people" in all things

Select only those co-workers to join our team who can demonstrate to us that they are willing to share our Vision, live our Values, implement our Strategies and fulfil our actions.

1. Recruit and select carefully using the full range of testing available.
2. All hiring to be on a minimum of three months initial probation.
3. Conduct regular performance appraisals based on our V,V,S and A.
4. Maintain a daily focus on our V,V,S and A

Be persistent in delivering the highest possible standard of service in satisfying the needs of our clients and candidates.

1. Treat every client and potential client and every candidate and potential candidate as if they are the single most important person in our business lives.
2. Do everything in our power to exceed our client's



Encourage and invest in the professional development of our co-workers.

- and candidate's expectations.
1. Keep abreast of training and development trends and opportunities.
 2. Encourage all Precruitment team members to personally invest their time and money in their personal professional development
 3. Encourage a "thirst for knowledge" in all Precruitment team members.
 4. Plan professional development training for all Precruitment team members.

Maintain a clear focus on our purpose.

1. Strive to be an expert recruiter.

Differentiate ourselves from our competitors by being superior to our competitors in everything related to the recruitment industry.

1. Accept ownership of our Vision and live our values. "Walk the talk!"
2. Focus on our agreed achievement actions.

Create a working environment that is enjoyable and fun while doing serious business.

1. Always be positive.
2. Accept setbacks and disappointments as positive learning experiences.
3. Celebrate and reward success.
4. Give our co-workers frequent positive encouragement.