

Nurturing the best talent

We are determined to attract, motivate and retain the very best people working in our disciplines. A key aspect of our strategy is the training and development of a new generation of leaders across all of our businesses.



82%

of employees derive a sense of personal satisfaction from their work

Listening to our people

Our continued success depends on the hard work, dedication and abilities of our people. We are determined not to take their engagement for granted, especially during tough economic times. This year we extended our 'Your Voice' independent employee survey across all agencies for the first time. 'Your Voice' provides an important indication of morale and engagement levels and is helping us to implement new performance management systems to ensure that we recognise the value delivered by our people.

Developing leaders

This year we launched a new, bespoke leadership programme, which has been developed with Ashridge Business School. Ashridge has featured in the top two business schools in the Financial Times' survey of tailored business courses for the last four years and is ranked as one of the top 20 business schools in Europe. The course focuses on developing the leadership skills of our Managing Directors and other senior employees across our agencies.

