



NEWS
2017

Brexit – what Brexit?

In the UK – Brexit dominates the news with hardly a day passing without a mention. It forms the back drop to all our client's plans and influences the decisions made both short and long term.

It was therefore a surprise to find that beyond the UK, Brexit has dropped off the list of challenges facing Europe.

At the annual conference of our international Partners (ISG) – held this year in Bratislava, most of our European trading partners were more concerned about the political move to the right in Hungary, Austria and France. The migrant crisis came second in the list of priorities closely followed by the rising cost of European financial stability. Brexit was seen as an issue for 2019!

This confirmed what we at Allander Noble have seen, which is a down turn in European businesses looking to set up in the UK or to expand their UK teams. As one client put it 'we will sit this out until 2019 when we might have a better idea of how to plan for the future'.

It was an interesting experience to have a Brexit free week – but also to be reminded of the larger challenges facing Europe as a whole.

We would be interested in your views on any business advantages or disadvantages seen so far in the Brexit journey. Please email sw@allandernoble.co.uk

2017 – The year so far

We are grateful for the loyalty of our clients and for the wide variety of Director and Senior Manager assignments trusted to us. As always they reflect both our versatility and our value.

In addition to a range of Finance Director and Head of Finance positions we have completed the recruitment of a Buying Director, a Manager for a retirement community, a deputy CEO for a charity, and a Head of European projects for an animal welfare organisation.

Non-executive activity continues to grow with assignments as diverse as the recruitment of an NED for a well-established professional services firm and at the other end of the scale the recruitment of an NED for a transitioning property group.

Another area of growth has been our excellent value salary survey work – as businesses seek an ever more flexible approach to rewarding and retaining their best employees. For more information please contact sw@allandernoble.co.uk

Annual appraisals – a burden or a blessing?

Many SME's have instigated annual appraisals – and when done well they can be a real asset to both the individual and to the business - assessing successes, areas for improvement and identifying training or development needs. However, for many smaller businesses they have become something of a routine, a burden, with both sides opting for bland statements that prevent conflict but also prevents anything of real value emerging.

In conjunction with our Partner – Ovation XL, Allander Noble has developed an efficient and cost effective solution that is aimed at the SME market.

One of the Allander Noble team conducts a series of 'interviews' both with the individual but also with their colleagues and line managers. We establish the core deliverables for the role and then ask the individual, their colleagues and their line managers for input against these deliverables.

The output is a clear and unbiased picture of the individual's strengths, areas of weaknesses but more importantly a clear assessment of their aspirations and/or training needs. Of equal value – to the business – is the opportunity to deliver unbiased input to the employee. Ovation XL are then able to follow through with any training or development needs.

We have now had the opportunity to deliver this service on several occasions to warm reviews. It has been seen as 'a positive experience all round' and 'producing output of real value'. One client saying 'this has transformed appraisals from an annual chore to a real motivator – we look forward to repeating the process next year'.

For more information on this please contact Stephen Williams via sw@allandernoble.co.uk