

Case Study Simient: Inclusive Employee Value Proposition

Mitchell Services applies global diversity & inclusion strategy experience to intentionally disrupt the subtle and not so subtle business processes that perpetuate gender inequity- targeting structural, cultural, interpersonal and personal barriers in the workplace.

Simient is an IT consulting firm that specialises in the development, support and maintenance of enterprise level application systems based on Microsoft Technologies. Simient works in industries that make a difference with clients who are passionate, and feel the same about the services they deliver. Simient needs good people to operate successfully. Simient values the diversity in their people and diversity in the ideas that they bring to client's solutions. Simient employees value opportunities to connect, work and build relationships with skilled and supportive people. The power of Simient comes from our people. Managing the demands of personal and professional life can be a challenge. At Simient, we work flexibly according to the needs of our people and the needs of our client.

Mitchell Services collaborated with Simient to develop the HR Strategic Management plan; conduct 1:1 interviews to gain employee feedback on engagement and to test the existing Employee Value Proposition; conduct 1:1 interviews with the recruitment agency to understand the excitement created by the existing Employee Value Proposition; create the Employee Value Proposition grounded on Simient's inclusive leadership culture, diverse workforce and flexible ways of working. Mitchell Services subsequently developed role descriptions and job ad templates leveraging the new Employee Value Proposition. The executive teams were trained in the reengineered recruitment processes including Behavioural Based Standard Interviewing and Assessment Centre interviewing techniques.

Client Testimonial

"Leith recently facilitated a 3 hour workshop to all 5 members of the executive team on the Human Resources Strategic Management Plan. Leith demonstrated energetic and professional facilitation of the discussion which contributed to greater understanding of the concepts and ensured lively discussion of the issues".

Simient Chief Executive Officer.

Mitchell Services offers:

- Review of HR processes and Employee Value Proposition to drive an inclusive culture
- Agree on strategy
- Execute & measure ROI

Contact Us

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