

WELCOME TO OUR SPRING 2024 NEWSLETTER!

IT HAS BEEN A GREAT START TO THE YEAR, WITH SO MANY NEW BEGINNINGS AND EXCITING OPPORTUNITIES WHICH WE CAN'T WAIT TO SHARE WITH YOU.

WE CONTINUE TO GROW THE TEAM, LAUNCH OUR AMAZING NEW SERVICES, AND MAKE BIG MOVES- LITERALLY!

BRAVE



We have hit a massive milestone- we've gone multi-site!

That's right, Talentheads is officially a multi-site business, and our second office is in none other than Durham!

This is huge. It's not only a nod to all our hard work, dedication and our client and ambassador support, but it's an opportunity to help even more of you find the right talent for your business!

It was so important for us to choose somewhere that felt right, and immediately Durham was that place. We already have around 40% of our clients who are based south of the river, and opening another office is a great opportunity to bring our services closer to current clients, as well as opening the opportunity to partner with us to other businesses based in Durham and the surrounding areas.

By moving to Durham, we are enabling the Talentheads team to grow even more! In fact, we have already welcomed our first Durham based member of the team, Gareth Jones!



[Click here to connect with Gareth on LinkedIn](#)

Gareth is our Lead Talent Partner. He brings with him nearly 15 years of recruitment experience in RPO and internal roles, with experience managing teams of up to 12 and a passion for providing a first-class experience for those involved in the recruitment process, with a focus on best practice and experience delivering projects in EVP, process re-engineering, career website re-design and salary benefit reviews.

"I joined Talentheads because it's a growing business with a knowledgeable and dedicated team which gives me a platform to drive our clients' strategies."

COMMUNITY



We are always thinking about how we can support our community, whether that is within the business, or as individuals within the Talentheads team.

We hosted our first ever Know It All Networking event with Handelsbanken, Morpeth, and it was a big success!

We had a great turn out, and there was a real buzz of energy from all attendees, with some amazing connections formed, and the opportunity for likeminded professionals and business owners to network in a friendly and relaxed atmosphere- and there are more to come!

These networking events will happen quarterly, with guest speakers being invited to share insights, tips and anecdotes, with our first speaker Eileen Ferguson from Ad Gefrin joining us at our upcoming event on April 24th, 2024, where she will share Ad Gefrin's 'Our First Year in Review

We continue to partner with Alzheimer's Research UK, hosting events and finding ways to fundraise for life changing research. This year two members of the Talentheads team, Phamie Burke and Laura Barker, and one of our amazing clients, Lyndsey Pitt from Looper Insights, have signed up to run the Great North Run to raise money for Alzheimer's Research UK on behalf of Talentheads

Sponsor us here!

Talentheads are sponsoring a KEVI school student on her TREK scheme, which will support her trip to Ensenada, Mexico where she will assist in building housing and clearing dumpsites, as well as work with youth and adult rehabilitation centres. The scheme is through M10 and YWAM and provides young people the opportunity to build meaningful connections with locals of Ensenada and aid those in need in numerous ways, including building construction, supplying food and water, and offering English lessons to children in orphanages and day centres.

Here is what Eva said about what Talentheads support means to her.

“The sponsorship is not only directly helping the cause, but it’s making me feel really supported, it’s representative of helping the community and is allowing me to raise enough money to go and help those in need”.

We are also sponsoring the photobooth at the HR&D Awards for another year. It’s always a great event, and the photobooth is a lot of fun so feels like the right thing for us to sponsor

LEGACY



Our team have been doing a lot of work behind the scenes on what we call ‘The Talentheads Way’. Here at Talentheads, we build high performing teams and the Talentheads Way complements the partnership working we do with our clients.

The Talentheads Way combines best practice across all services, with a consistent approach to quality and delivery. Through a focus on the skills and values match of the individual and the organisation we can better connect people to the roles they are suited for, as well as anticipating and responding to business challenges as they emerge. Through The Talentheads Way we help you to map the connections between people, values, skills, strategy and growth to make more informed and quicker decisions around talent. You are able to recruit smarter and look at previously untapped talent pools, uncovering talent you may have missed.

The Talent Success Cycle is an accumulation of our newly defined four core services are Talent Strategy, Recruitment, Learning and Development, and Coaching, all of which make up our Talent Success Cycle. We support a connected approach to talent strategy across the full talent success cycle, from attracting potential candidates with a strong EVP and employer brand to developing and redeploying employees, offering internal mobility opportunities and clear routes to progression.

Our flexible approach allows clients to dial up and dial down on services when it suits their needs, giving them the opportunity to utilise our services in the most efficient and effective way for their needs and goals.

We have redefined our core services with the introduction of our learning and development and coaching services, allowing us to solve your talent puzzle and help you build your high performing team with the right people, for the long term.

In January we celebrated Kelly's Talentversary. Kelly has been a Talenthead for a whole year! Time flies when you're in the right role and have a great team around you.

Kelly joined us as office support and has recently entered the role of Executive Assistant to Talentheads Founder Sam Spoor. Kelly's hard work and dedication to supporting the team has played a huge part in getting Talentheads to where we are today, and her impact has been remarkable.

Thank you for all your hard work and dedication Kelly, here's to many more years to come!

TEAM EXPANSION



In addition to welcoming Gareth as our new Lead Talent Partner, we welcomed two other members to team Talentheads.

We have brought creativity in-house, with Phamie Burke joining as our internal Creative who works on a variety of different projects for both Talentheads and our clients including graphic design, marketing, social media strategy and copywriting.

Phamie has a background in design and brings her knowledge to the role ensuring Talentheads branding is consistent across all departments and supporting clients with the design of candidate job packs and advertisements in line with client company branding.



[Click here to connect with Phamie on LinkedIn](#)

Only two weeks later, we welcomed Emily Martin as our new Office Support (replacing Kelly as she took on her new role!). Emily has an extensive background in retail leadership roles and brings her expertise to the team assisting in general office support and supporting the operations and wider Talentheads team.



[Click here to connect with Emily on LinkedIn](#)

With our team expanding, the culture we have stays extraordinary with a practice what you preach approach to our own recruitment of new team members.

AWARDS



This year Talentheads were awarded the Advanced Good Work Pledge by North of Tyne Combined Authority. This award solidifies and celebrates the amazing culture we have at Talentheads which means so much to us.

It's incredible to be recognised for our good work practices which we apply and live by every day.

We work really hard to make sure Talentheads is a place people want to work for, be involved in, and partner with, and as we continue to host well-being events and truly care about the well-being of our staff, we are thrilled that this is recognised.

Founder Sam Spoons has only gone and done it again, she has won the prestigious Global 100- 2024 Women in Leadership award.

This award shines a spotlight on those who excel in their field, and Sam and Talentheads are definitely doing just that!

Not only that, but she received phenomenal feedback from the judges.

"Sam Spoons from Talentheads was selected for the prestigious Global 100 - 2024 Women in Leadership Award due to her exceptional leadership skills, innovative approach to disrupting the recruitment industry, and her dedication to supporting both her team and the community.

Your ability to grow Talentheads at a phenomenal speed, whilst overcoming personal challenges and maintaining a strong focus on the well-being of your team and the individuals you place in new roles, truly sets you apart as a leader in the industry. Congratulations on this well-deserved recognition."

Yet another one for the trophy cabinet!

LEARNING



At Talentheds we nurture a culture of continuous learning, with weekly Wednesday Wisdom sessions where we share skills with the wider team and regular book club where we read or listen to books and podcasts and share our learnings with the rest of the team.

This quarter the book we looked at was Diary of a CEO by Steven Bartlett. The team took away some interesting insights, with Sam's main takeaway being the marketing genius of Bartlett buying a massive blue slide for the office (we were tempted to follow suit, but it wasn't quite in budget). However, the slide made the office, and the business, a talking point which racked up interest and business. At Talenthed's we rack up interest in different ways, mostly through our incredible team delivering our services to clients at a high quality.

In January, Sara Hoxhaj from Alzheimer's Research UK came in to talk to the team about Alzheimer's including the condition itself, common misconceptions and how people can be of support.

Our Wednesday Wisdom sessions were great as always, delivering sessions on a range of topics including Effective Candidate Screening, GDPR- The Essentials, Understanding On-boarding and Off-boarding, Understanding Unconscious Bias and its Effect on Recruitment, just to name a few! The Wednesday Wisdom sessions allow the Talentheds team to build our knowledge across a range of topics and contributes to our delivery of high-quality services which focus on best practice.

Founder Sam Spoor's was given an incredible opportunity to present to students across the region about life as an Entrepreneur at the Entrepreneurial Insights event organised by Newcastle NE1, giving them insight into what being a business owner is all about, how she got to the point she is today, and answering student's questions about business and entrepreneurship.

MORE THAN A NUMBER



We continue to embody our 'More Than a Number' campaign. This campaign surrounds everything Talentheads does, and why we do it, and to us it doesn't just stop at being a campaign, it is everything we do, just like our values we live and breathe it.

We have a duty of care to both employers and employees to make sure recruitment is done right, resulting in the right fit for both parties.

At Talentheads we go above and beyond to make sure every single candidate we select for interview is the best fit for you and your business. We don't just look at experience, but also make efforts to understand candidates' values and identify if they align to our clients.

OTHER



Our Talent Acquisition team have been smashing it as always, with hard work being rewarded!

Talent Engagement Advisors Owen and Damian have both received celebratory bottles of champagne after filling roles in less than 14 days, whilst still delivering high quality, professional services to clients.

Check out our LinkedIn spotlights on the team to see what each function does and who is behind the scenes making it all work.

THANK YOU



Thank you so much for all your support on this journey of ours, we wouldn't be here without all our clients, ambassadors, and partners!

Take a look at what Lyndsey Pitt of Looper Insights says about partnering with Talentheads. Click on the image below to watch the video!

