

Human Resources Directorate

HR Strategic Priorities

- Respond quickly to business requirements to attract and hire new colleagues.
- Promote the Daisy brand in the recruitment market to attract the right talent for Daisy; via social media, Daisy website, careers fairs, partnering education institutions.
- Promote and support a mentally & physically healthy workforce. Run a series of wellbeing initiatives throughout the year, including 'fun days' for people.
- Provide effective processes for our people to voice their thoughts, opinions and ideas.
 - Run regular employee surveys
 - Introduce a forum for our people to express their views and opinions to influence decisions
- Develop and run apprenticeship and graduate programmes to upskill and retain existing talent and attract new talent to support the future growth of Daisy .
- Support the business implement and transition change programmes to support Daisy growth
- Build a culture of Diversity and Inclusion including
 - Attracting young talent into the company
 - Attract women into technology
- Develop and roll out development programmes to sales and account management teams
- Develop skills and accreditations in high priority technologies and services.
- Provide learning and development opportunities through Daisy University and trainer lead courses.

HR Objectives & KPIs

Business Goals	HR Objectives	HR KPIs
Evolving Our People, Environment & Culture	Recruit quickly and effectively utilising the functionality of the ATS, social media, career fairs and job boards	Ensure time to hire on or below the national average < 42 days
Evolving Our People, Environment & Culture	Promote the Daisy brand in the recruitment market to attract the right talent for Daisy; via social media, Daisy website, careers fairs, partnering education institutions.	Monthly posts
Evolving Our People, Environment & Culture	Promote and support a mentally & physically healthy workforce. Run a series of wellbeing initiatives throughout the year, including 'fun days' for people.	Wellbeing Wednesday and Feel Good Fridays to promote wellbeing, plus regular posts on Yammer and in the Pulse Channel. Run 12 initiatives across the year.
Evolving Our People, Environment & Culture	Provide effective processes for our people to voice their thoughts, opinions and ideas.	Run quarterly employee surveys Hold a forum meeting quarterly
Evolving Our People, Environment & Culture	Develop and run apprenticeship and graduate programmes to upskill and retain existing talent and attract new talent to support the future growth of Daisy .	Sales Graduate programme once per year Run annual Apprenticeship of the Year Provide apprenticeship schemes from Level 2 to Graduate level

HR Objectives & KPIs

Business Goals	HR Objectives	HR KPIs
Drive Revenue Growth	Develop sales teams' knowledge of Daisy solutions	68% successful completion of the available modules
Evolving Our People, Environment & Culture	<ul style="list-style-type: none"> Build a culture of Diversity and Inclusion including <ul style="list-style-type: none"> Attracting young talent into the company Attract women into technology 	Improve our number of colleagues in each of these groups 4% in age diversity and 1% in gender diversity
Improve Customer Relationships/Experience	Develop skills and accreditations in high priority technologies and services.	Our certifications across all vendors to meet the minimum level +1