

Business Lincolnshire Growth Hub

2025 Autumn series workshops

Recruit and Retain – 1 day

2nd October 2025 & 20th January 2026

First, you've got to find the right employees and then you've got to keep them. Consistently cited as two of the most challenging aspects of running a business, in this workshop we will show you how the professionals do it. Starting with a job specification and going through to creating a culture that makes people want to work with you, this workshop is packed with tips and ideas to help you navigate the maze of finding the right people for you and making them want to stay.

The UK labour market is showing clear signs of change. Many businesses are still struggling to find the right people—especially for specialist or skilled roles. At the same time, keeping talent is more competitive and costly than ever.

Here's why, now is the time to get intentional about your people strategy:

- Fewer candidates, more choice – With vacancies easing and more people looking for work, candidates are carefully choosing where they want to work. A clear and compelling recruitment process sets you apart.
- Cost of a bad hire is rising – With economic pressure on payrolls and productivity, businesses can't afford to keep hiring the wrong people or seeing them leave too soon.
- Retention is your secret weapon – Retaining the right people not only saves money but drives performance, culture, and long-term growth. In a market where wages alone won't keep people, experience, development and values matter.

Whether you're struggling to fill roles, losing good people too soon, or simply want to future-proof your approach to people management – this workshop is for you.

What You'll Learn:

- How to define what (and who) your business really needs
- Where to find the right candidates and how to attract them
- Creating job descriptions and adverts that actually work
- Interviewing with purpose – spotting potential and avoiding pitfalls
- Building an employee experience that keeps people engaged and motivated
- Practical ways to reduce turnover and improve team performance
- How to align your recruitment and retention with your values and culture

Who Should Attend:

Anyone who is, or will be, responsible for the recruitment and management of teams/people. This might include Team Leaders, HR professionals, First Line Managers, established Managers or Leaders.

This workshop is designed to provide an overview and understanding of how you can make your business stand out with effective recruitment and retention techniques.

Booking:

The workshop is fully funded by Business Lincolnshire Growth Hub and open to any business resident in Lincolnshire and meeting the criteria for an SME enterprise. Maximum of 2 delegates per business.

To book your place email mike@cmbd.org.uk or call 07733 107238.