

DISABILITY CAFÉ

Graduate Recruiter's Disability Café

Thursday 20th March, 2011

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for open discussion

Introduction & Context

DISABILITY CAFÉ

On 10 March 2011, MyPlus Consulting hosted more than 40 delegates for a Graduate Recruiter's Disability Café focused on the need for a cohesive strategy in recruiting disabled talent.

Mike Maddick, Global Graduate Recruitment Manager, RBS, opened the Café by welcoming the delegates and reiterating the importance of making progress in this area.

Helen Cooke, Director of MyPlus Consulting, then introduced the topic of Setting your Strategy which was the focus of the event.

Expert facilitator **Helen Chapman** of Meeting Magic went on to cover the process by which the café would be facilitated. The delegates were also introduced to **Gaz Roberts** of Thick Black Line Ltd. who would be creating a graphic recording of all discussions and conversations.



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Charles Kingsmill

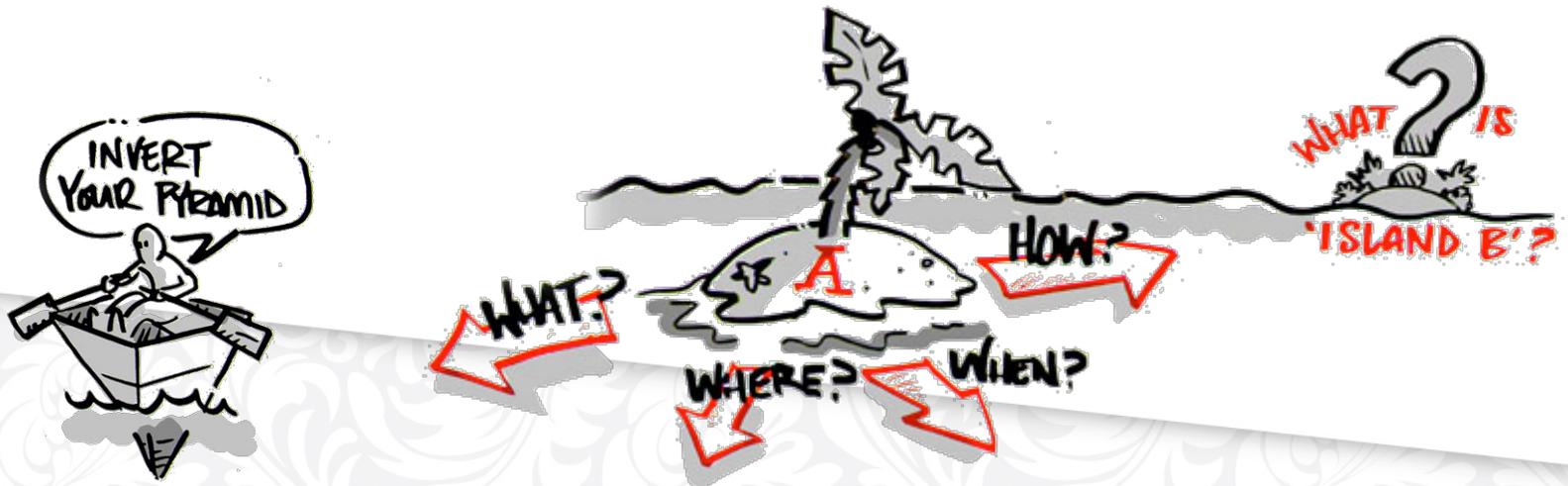
Business Strategy Coach

DISABILITY CAFÉ

Leading Business Strategy Coach, Charles Kingsmill, began by asking delegates to consider the questions:

- **Where do you want to go?**
- **How will you get there?**

Tables of delegates shared thoughts on their goals for the future and identified critical success factors to help review strategy as it developed. They also considered what might be holding them back from making dynamic progress on recruiting disabled individuals, either personally or within their organisations, how these barriers could be overcome and what help might be available.



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DISABILITY CAFÉ



FEAR!!!

IS A MAJOR BARRIER!
WHAT ELSE IS STOPPING YOU?



HEADACHE?

OFFER SOLUTIONS TO BIG PROBLEMS

QUOTE THE CONSTITUTION

- ☑ WE'RE RELUCTANT TO CONTACT THE SENIOR PEOPLE
- ☑ WHO DO YOU CALL?
- ☑ WE'RE SCARED WE'LL SAY THE WRONG THING.
- ☑ WILL THE SENIOR PEOPLE WANT TO LISTEN?
- ☑ LITTLE CONTACT WITH LEADERSHIP LEVEL

HOW DO WE GO FROM A TO B?

☑ GET INPUT & FEEDBACK

- DON'T ASSUME YOUR STRATEGY IS CORRECT.

☑ ADDRESS NOT JUST THE RECRUITMENT PROCESS BUT CONTINUED LIFE WITHIN THE ORGANISATION...

☑ UNDERSTANDING NOT CONFINED TO JUST H.R.

☑ MENTORS (INTERNAL)

☑ PERSEVERE

☑ BACK YOUR CASE WITH HARD EVIDENCE.

☑ WE LEARN BY DOING.



WHAT? IS 'ISLAND B'?

- ☑ ALL THE ANSWERS ARE HERE
- ☑ INCREASES CONFIDENCE THROUGHOUT THE ORGANISATION
- ☑ ORGANISATIONS AND STUDENTS HAVE GREATER CONTACT & UNDERSTANDING

★ NO MORE 'WHAT IF..!'

☑ NO FEAR FOR GRADUATES...

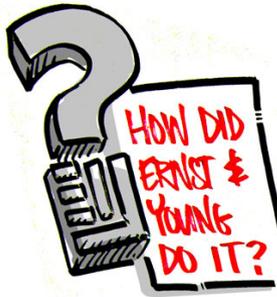
☑ 'PSYCHOLOGY' IS UNDERSTOOD

☑ WE HAVE INTERNAL ADVOCATES THAT EDUCATE

☑ OUR LEADERSHIP TEAM CHAMPION OUR CAUSE

Our Guest Speakers...

DISABILITY CAFÉ



Matt Thomas, founder and Co-Chair of the Disability Network at Ernst and Young, spoke about EY's journey over the last 5 years, from an initial staff survey revealing a trend for non-disclosure to a thriving Disability Network with high-level sponsorship and numerous members and contributors. He emphasised the pivotal role that endorsement by senior figures can play in motivating others and encouraged other delegates to seek out and build relationships with senior staff interested in disability.

Chris Jackson and Emily Bryant of RBS Graduate Recruitment shared their recent success with initiatives to recruit more women into investment banking and presented a compelling case for how learnings from across diversity can be applied to disability initiatives.

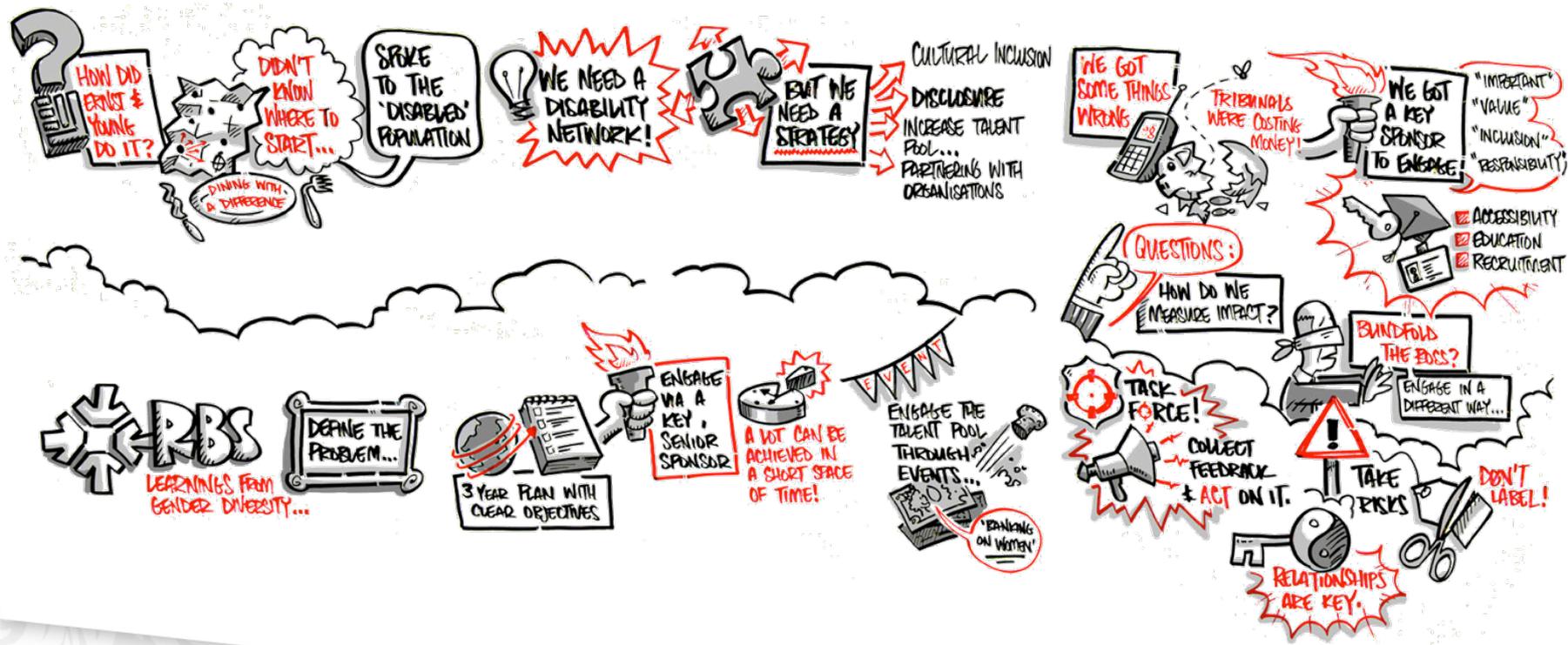


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During the final part of the Café, Helen Cooke took the participants through the graphic recording of the afternoon so far reminding them of the presentations they had heard, the key questions they had been asked, and the conversations that had taken place.

The participants were then asked for their insights:

- **What have been your 'light bulb' moments?**
- **What are the 'quick wins' for you to implement straight away?**
- **What have you heard that you want to implement but may take a little longer?**





✓ IT CAN BE DONE!

- ☑ COMMUNICATION & HONESTY IS KEY
- ☑ MAKE YOURSELF AVAILABLE



OUR BIG 'LIGHTBULB' MOMENTS:

- ☑ ENGAGEMENT METHODS ARE IMPORTANT E.G. DINING WITH A DIFFERENCE
- ☑ LEVERAGE YOUR MARKETING TO COMMUNICATE eg WEBSITE



PICK UP THE PHONE!

- ☑ ENGAGE INTERNALLY
- ☑ IDENTIFY WHAT WORKS WELL, WHAT DOESN'T & WHY...
- ☑ ENCOURAGE OPENNESS & GENUINELY TO TALK ABOUT THEIR EXPERIENCES...

- ☑ THERE'S FEAR ON BOTH SIDES
- ★ MAKE A START FROM 'SOMEWHERE'
- ☑ GET INTO DETAIL ABOUT CREATING AWARENESS ABOUT DISABILITIES...
- ☑ CREATE A COMFORTABLE ENVIRONMENT TO HAVE CONVERSATIONS ABOUT YOUR DISABILITY...
- ☑ ONE SIZE DOESN'T NECESSARILY FIT ALL.
- ☑ THERE IS A FINE BALANCE BETWEEN EDUCATION AND SUPPORT.

Contact Details

DISABILITY CAFÉ

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Guest Speakers

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Our Next Café...

DISABILITY CAFÉ

GR'4 will be held on 15 June, 2011 at the London offices of Linklaters. The focus of this Disability Café will be on how to broaden your reach to disabled students through the universities. Further information about this Café will be sent out shortly.

Members of the Graduate Recruiter's Disability Café Club will also be invited to our first breakfast seminar which is taking place on the 19th April. This will look at what the Equality Act means in practice when it comes to interviewing disabled graduates.

For those wishing to join the Graduate Recruiter's Disability Café Club you are invited to offset the cost of this Café against membership should you wish to do so. Please contact Helen Cooke for more information. Helen@myplusconsulting.com.



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