



HOW TO GROW A GREAT TEAM

SARAH WANT – TEAM MANAGER HORTICULTURE



MorePeople

INTRODUCTION

- MorePeople are a specialist recruitment business providing permanent and interim solutions for the horticulture, fresh produce, garden and leisure and agriculture sectors throughout the UK and internationally.
- We were founded in 2000 by Guy Moreton – a horticulturalist by trade, holding a BSc in Horticulture and experience of working within the industry.
- We're now a team of over 30 that specialise in sub sections including growing and agronomy, garden retail, commercial, operations, technical, engineering and professional services.

The logo for MorePeople, featuring the word "More" in a bold, white, sans-serif font and "People" in a lighter, white, sans-serif font, both set against a solid purple rectangular background.

MorePeople



A BIT ABOUT ME...



- I've been with MorePeople for nearly 5 years now, coming from a food retail background. I instantly developed an interest in the horticulture and agriculture industries.
- I now head up a team of 4 that covers roles including growers, technical sales, and breeders. There are 9 of us within MorePeople focussing solely on Horticultural recruitment.
- NVQ Level 3 qualified in Recruitment
- Regularly attend trade shows, hold talks and contribute to panel discussions about the industry
- I'm an active member of the YPHA Committee.

CONTENTS

- Communication
- How to retain staff (that isn't just money)
- Interviewing and onboarding
- Good leavers
- Stats from the salary survey

COMMUNICATION – TWO WAY STREET

There's always going to be an investment from you into your employees – this could be time and/or money

Are you identifying which people to invest in to see a return, and which ones don't want this?

Are you having open and honest conversations about personal performance?

Is there a system or relationship in place where employees feel comfortable and confident in sharing ideas and passing on feedback?

HOW TO RETAIN STAFF (THAT ISN'T JUST MONEY)



- Communication
- Honesty
- Opportunities to develop career
- Opportunities to develop network
- Work life balance

INTERVIEWS AND ONBOARDING



Have you got a set interview process?



Do you learn everything you need to know during interviews to make an informed decision?



Do you stay connected with new employees between offer and them starting?



Have you got an onboarding process that is communicated to new starters?

GOOD LEAVERS



COUNTER OFFERS –
ARE THEY WORTH IT?



COMMUNICATION
THROUGHOUT THEIR
NOTICE PERIOD

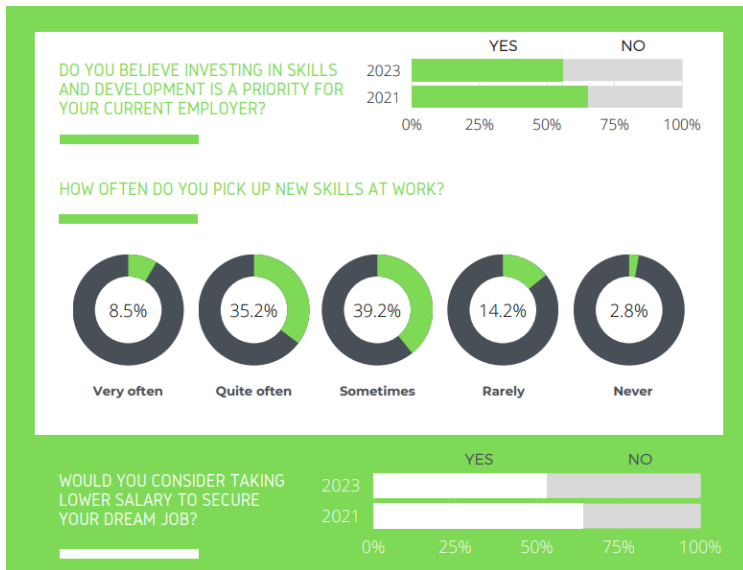


EXIT INTERVIEWS



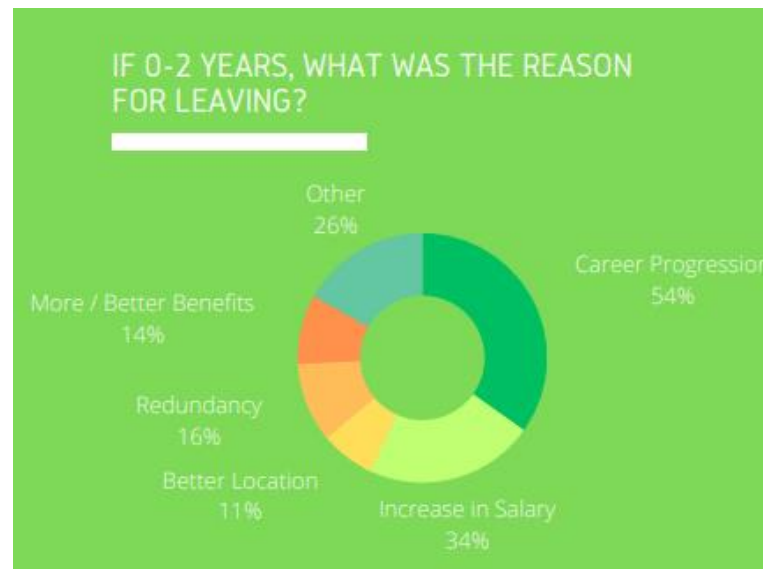
LEAVING THE DOOR
OPEN FOR THE
FUTURE

IT'S NOT ALL BAD – TIMES HAVE CHANGED



- More people now value training and development than they did 2 years ago
- Less people would take a lower salary than in 2021 for their dream job – but this will also be down to the cost of living now.


- Only 34% of people changed roles solely down to money
- Think about career progression and communication in your own business



- Horticulture is already good at retaining their staff – with 50% of people being in roles over 3 years
- The 0 – 2 year category incorporates a lot of new people in the industry.

SURVEY

Similar to our salary survey, which was last conducted in 2023, I am working on a project to gather data specific to the industry.



It's a big project, so to get it right we're gathering intel on what you, as employers in Horticulture, would like to know.



I'd love to get your opinion, so please come and chat to me or drop me a message about things you'd be interested to know.

YPHA



- YPHA (Young People in Horticulture Association)
 - Founded by 3 passionate industry professionals.
 - Now a committee of 7 and a group of over 800!
 - Goal? To unite under 35s working in Horticulture
- What is the importance of the YPHA?
 - We are a voice for young people – we have a group that is being talked in non stop asking questions from ‘where can I get this product’ to ‘can someone help me identify this’ to ‘I just need some advice’.
 - With someone in every area of horticulture, we can provide support, education and advice to people external to the industry. This is done through seminars, college talks, trade shows and in person events.
 - We’re able to express the views of the next generation to people within the industry with the aim to support, diversify and keep our great industry going.

QUESTIONS

Any questions?



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