

**FDM**★

# Consultant Experience

Our support and engagement initiatives help people at every stage of their career journey, to ensure happy and successful placements.



The FDM Consultant Experience initiatives focus on 5 key themes; In-Touch, Thriving, Aspiring, Growing and Community, with diversity and inclusion integrated throughout everything we do.



### **In-Touch:**

Engaging, informing and inspiring employees through two-way communications



### **Aspiring:**

Providing career direction and advice via coaching, mentoring and aspirational content



### **Thriving:**

Prioritising employee wellbeing to ensure happy and healthy employees



### **Growing:**

Focusing on continuous professional development and industry related content and services

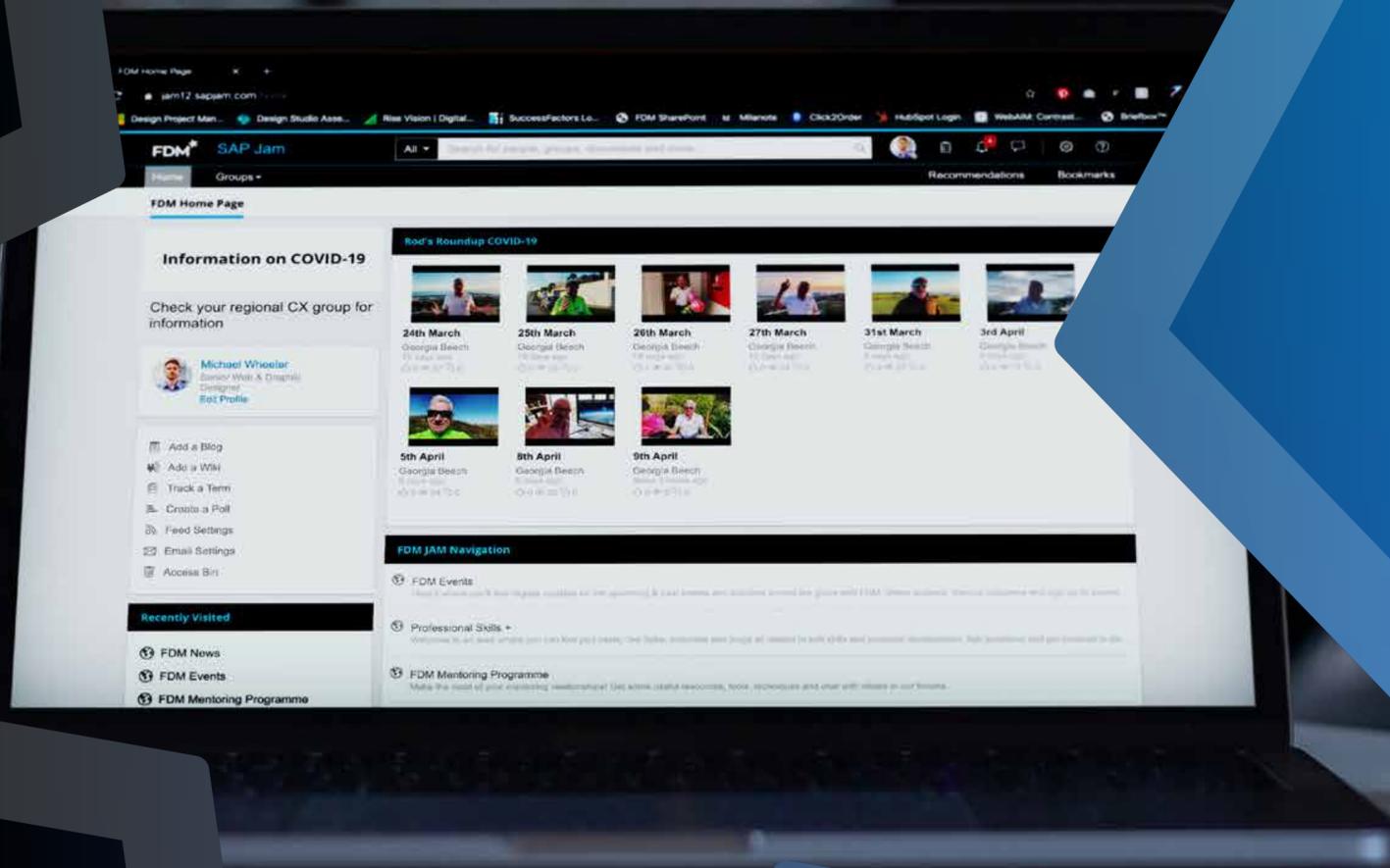


### **Community:**

Supporting each other, celebrating difference and engaging in our communities

# Consultant Collaboration Platform (SAP JAM)

SAP Jam provides FDM employees with a virtual platform to connect and socialise with each other. Consultants can contact our dedicated Consultant Experience team, find useful policies and resources as well as join a variety of groups to find out about upcoming events, learning and development opportunities and more.



In-Touch



# Consultant Experience Events

We host a variety of virtual events each month to connect with our people and ensure everyone feels a part of the FDM community. These activities include quizzes, mindfulness and yoga sessions, social evenings, pet meet-ups and many learning and development opportunities.

**In-Touch**

# Employee Engagement Surveys



We partner with survey provider Inpulse to create employee surveys, so that we can understand the views of our people and how we can take positive action to adjust to their needs. Previous surveys have focused on emotional health and what it is like to work at FDM.

**In-Touch**





# CEO Communications

Our CEO Rod Flavell has been sharing frequent business updates, answering common questions, and signposting employees to our various resources and support. You can follow some of [#RodsRoundUp](#) videos on LinkedIn [here](#).

**In-Touch**

# Wellbeing Programme

All trainees and consultants have access to 24/7, confidential support, guidance and structured counselling through our Employee Assistance Programme (EAP). We also have an online wellbeing portal that is available with a variety of useful resources.

Across the FDM community we are currently training Wellbeing Champions to provide support and coaching as well as direct them to relevant professional help.

**Thriving**





# Consultant Experience Partners

Our dedicated Consultant Experience Partners are in regular contact with our consultants to check-in, promote wellbeing and provide career guidance to ensure they thrive during their journey with us.

**Thriving**



# Mentoring Programme

The mentoring programme matches people based on their career aspirations with those who have demonstrable experience and expertise. It is designed to help people unlock their full potential and to provide support for long term career development. The programme is online, allowing matches to be made throughout our global organisation.

**Aspiring**



# Online learning and development

Our consultants have access to a range of virtual training sessions, webinars and discussions as well as e-learning platforms including LinkedIn Learning and Intuition Know-How. They can also speak to our technical experts at any time. The SAP Jam group 'Professional Skills+' provides articles, exercises, TED talks, podcasts and a link to our Learning and Development team.

**Growing**





# Consultant Peer Support

Our Consultant Peer Support (CPS) Programme connects new and existing FDMers already working with the client to help them acclimatise to their new environment. The People Team work closely with our CPS network to provide them with additional support and training in order to remotely manage and support their FDM consultant base.



# FDM Networks

FDM Staff Networks are employee led resource groups to support and raise awareness around specific shared characteristics. The objective is to provide a community for discussion, create change in the organisation and support its implementation with our overall People Strategy.

Our Staff Networks include LEAD, Unique, Elevate and Pride.



**Community**



# Employee Recognition Awards



We continuously recognise and celebrate our people's achievements through company awards such as 'Consultant of the Month' and 'Consultant of the Year'. If an FDM consultant is excelling remotely, we would love to hear about it. You can nominate them by filling in the form [here](#).

**Community**