



BCM TALENT

BCM runs several talent programmes to enhance the employee experience. Each programme is specifically tailored to suit the individual and their needs. Every talent programme includes the following:

ONBOARDING PROGRAMME

Inductions can be challenging; our induction process takes a holistic approach ensuring newcomers have the information, care and support required – e.g. a guide to the organisation, onboarding buddies, feedback and reviews.

PERFORMANCE MANAGEMENT PROGRAMME (PMP)

Our PMP aids in identifying top business priorities for the year and keep focus on them via reviews and tracking progress. This annual cycle concludes with a target bonus being paid, completely based on performance of individuals.

TALENT MANAGEMENT & DEVELOPMENT PROGRAMME

Targeting people development and career development of our employees.

Consists of 3 procedures:

- 1) Career Conversations - employees discuss aspirations and capability with line managers making sure that everyone has development plan in place.
- 2) People Planning Process - talent needs and demands are discussed and people development plans are verified.
- 3) Implementation of these specific plans - delivery of various development tools, like training, mentoring, coaching, short and long-term assignments.

STUDENT PROGRAMME

BCM offers an annual Student Programme, bringing students in for short & long-term assignments.



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TRAINING

BCM offer a variety of bespoke training programmes depending on development needs of people.

We deliver railway-related, technical, personal effectiveness and leadership training.

These programmes assist in development of learning and practice ensuring all employees have the necessary knowledge and skills to perform their job to the highest standard and have opportunity for career advancement, including professional memberships to institutions such as Royal Institution of Chartered Surveyors (RICS) and Chartered Institute of Building (CIOB).

BCM invest into developing leadership skills of our people. We have implemented programmes to build a strong, adaptable and efficient workforce:

People Management & Leadership Programme

- Several programmes run throughout 2017.
- These activities will encourage management to be more effective leaders.

Site Manager & Supervisor Training

- Facilitating knowledge development
- Cultivate capabilities
- Educating leaders to get the most out of BCM teams

EMPLOYEE ENGAGEMENT

Communication is vital to running an effective organisation.

BCM carries out an annual employee survey - upon which an action plan is built based on results - ensuring all matters raised by our team are covered.

Additionally, we have 360 feedback tool - individuals can receive formal feedback from their line manager, peers, team as well as assess themselves.

COMPENSATION & BENEFITS

Annually, BCM run salary benchmarking checks to make sure compensation is fair and competitive. We are always looking for ways to expand our benefits package - this year we added Perk Box to our list of benefits: www.perkbox.co.uk/bcm.

REWARDS & RECOGNITION

BCM recognises both individual and team efforts and successes.

BCM's 'on-the-spot' award rewards people without delay for outstanding performance.

Annual awards recognise year-round exceptional behaviours and results. These are linked to BCM's Core Values and Leadership Behaviours.

All these activities aim to make BCM an employer of choice and an exciting, innovative and enjoyable place to work. In addition to our world-class tools that help to develop and motivate our workforce, we plan to introduce several other first-class initiatives soon.