

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

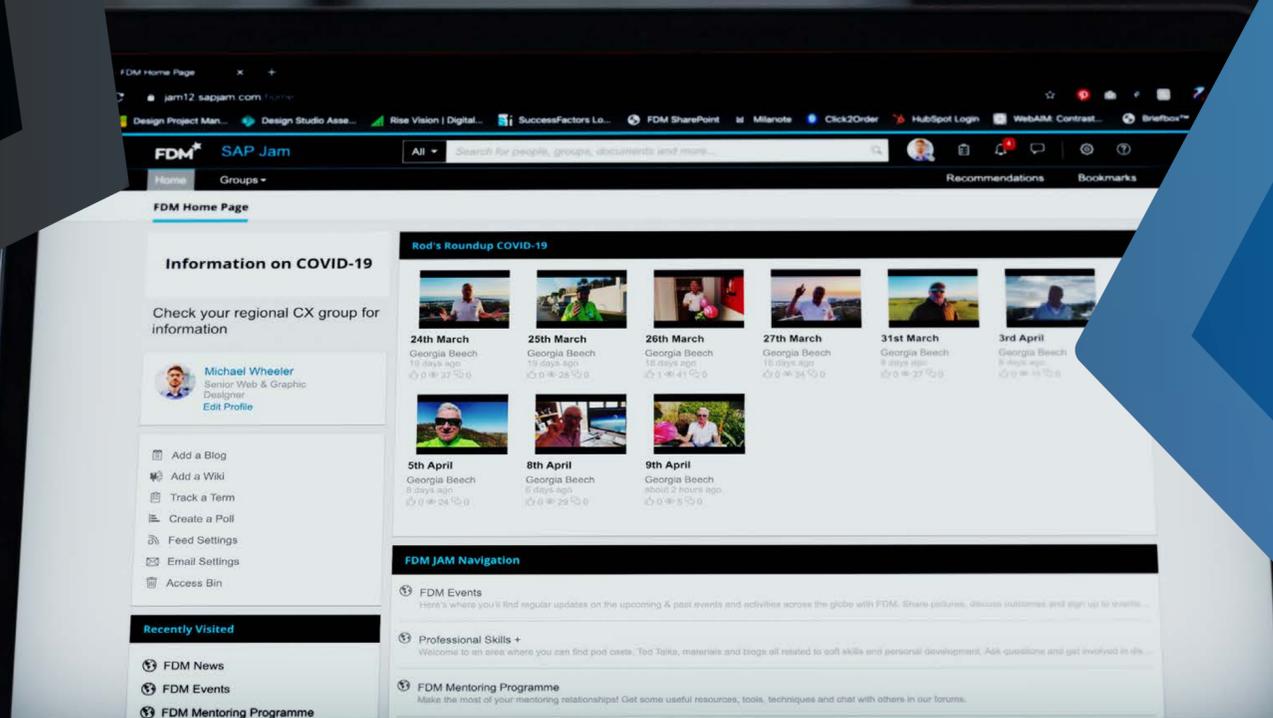


Community:

Supporting each other, celebrating difference and engaging in our communities

Consultant Collaboration Platform (Yammer)

Yammer provides FDM employees with a valuable platform to connect with each other, engage in valuable discussions and share good ideas. 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 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).

Across the FDM community our qualified Mental Health First Aiders are able to provide support and coaching as well as direct employees to further help and support. We also have various wellbeing events and campaigns happening throughout the year available to all employees.

We have a Wellbeing Network that allows passionate people to have meaningful discussions, educate and raise awareness of wellbeing topics. There are also a variety of useful resources on our online portal.

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 shared through Yammer and our learning management platform where they can build their own development portfolio to reflect their learning journey. They also have access to e-learning platforms including LinkedIn Learning and Intuition Know-How and have the option to speak to our technical experts at any time.

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, Pride, Care, Faith and SAIL.



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