

**Scaling your team
without compromise –
The A-Player formula**



Consistently hire A-Players

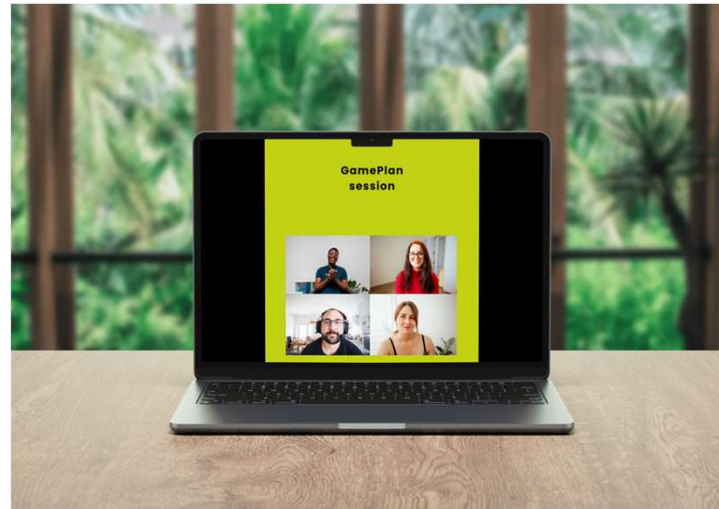
What we'll cover:

- ✓ Common problems
- ✓ Common Causes
- ✓ Case studies

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GAMEPLAN

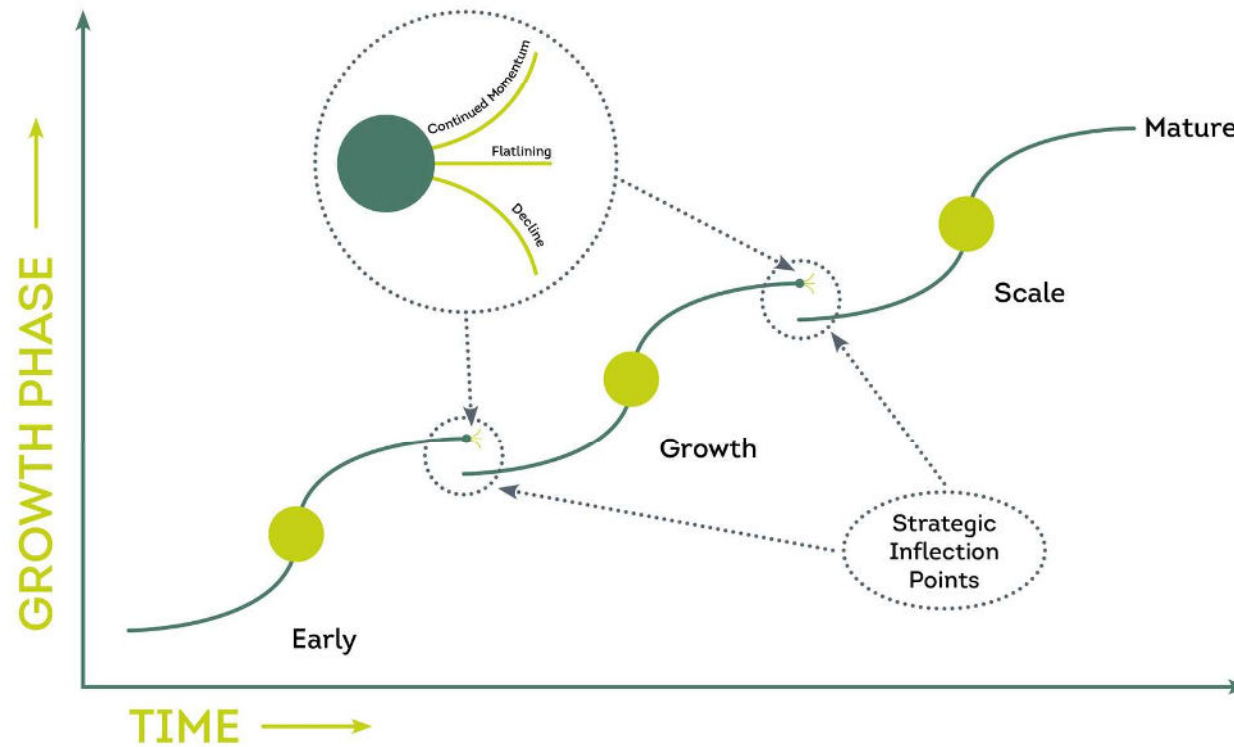


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Growth Curve in Business Evolution



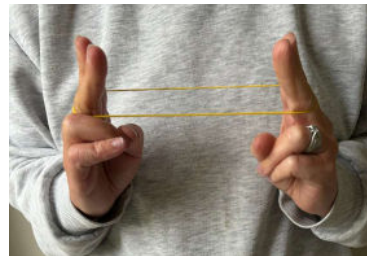
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Challenges lead to problems

Limited capability



Overstretched



Increased
stakeholder pressure



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What we want is a team full of A-players

- Confident that we can hire the right people consistently
- More time for working on not in
- Maintain a positive culture, lower stressed environment
- Retain valuable team members
- Team focusing on the right stuff



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3 Common Causes

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Sarah



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Number 
Hiring without a plan

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Questions?

Exercise



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Number

2

Not being clear about what's
in it for them

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Being good at what you do, having a great culture, teams and a great offering isn't enough



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Number

3

Not enough focus on process

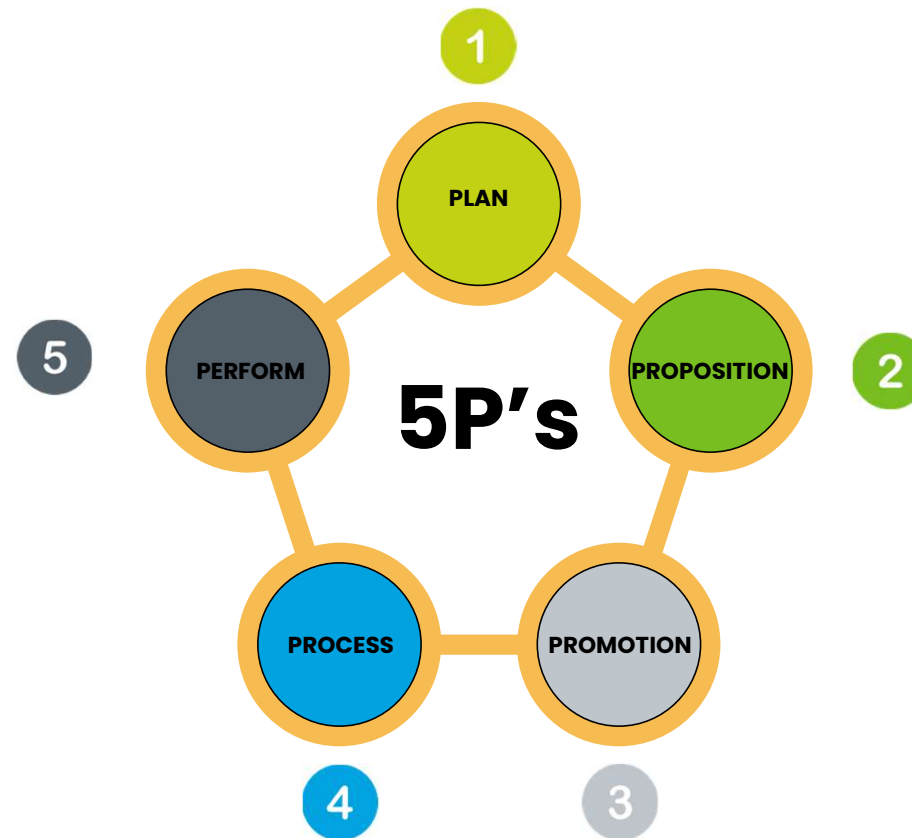
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Will you be able to attract, hire
and keep A-Players if these
aren't addressed?



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The A-Player Formula



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Proposition

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Proposition



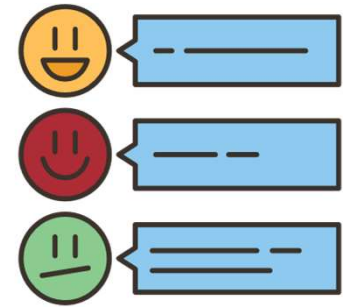
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Process

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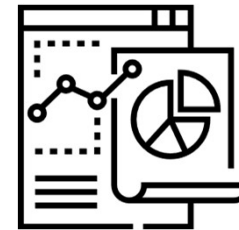
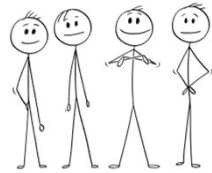
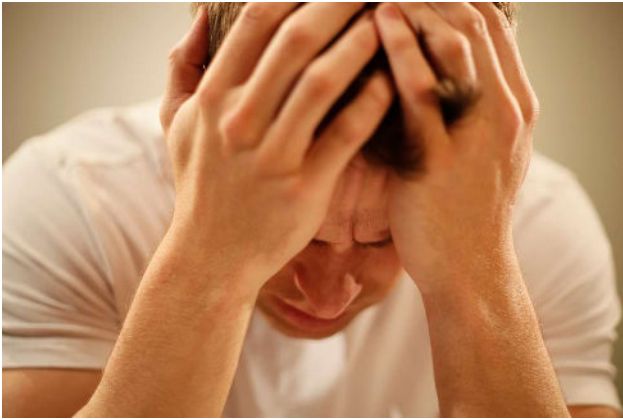


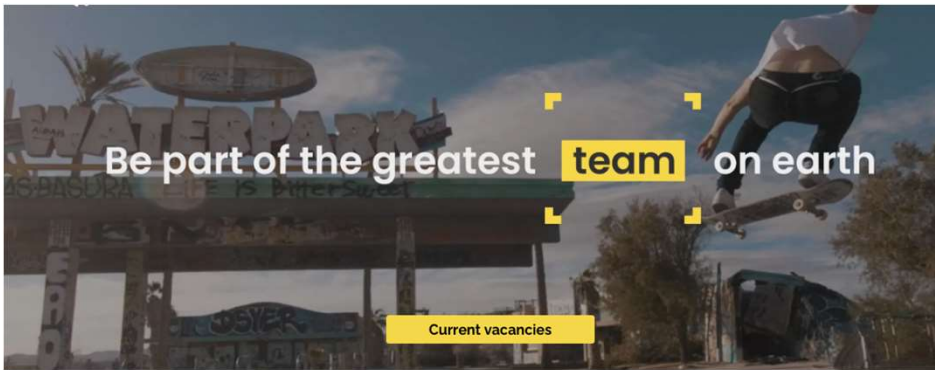
Process



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Jon





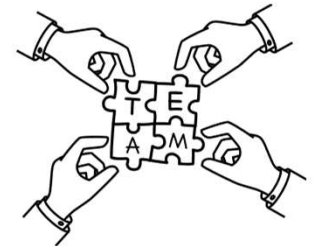
We've pioneered helping filmmakers sell their videos to the world. As part of the creator economy, we have paid out over \$11m to our global community of filmmakers, connecting their videos to a marketplace of online storytellers.

At our heart we are a people powered tech business with a shared vision of becoming the category leader for the monetisation or premium user generated content.

Our Values

- Own** mistakes. Put them right, forgive, learn, and move on.
- Regularly Seek** out the relevant insights and data you need to positively challenge the status quo.
- Act** with integrity, intent, and urgency. Start small, aim big and do it today
- Communicate** values, ideas, challenges, learning and success, regularly and clearly.
- Listen** and strive to understand our filmmakers, audiences, customers and each other.
- Embrace** diversity creating an inclusive environment where different perspectives can flourish

Jon



Open positions

United States

- Viral video Researcher - Freelance Commission Based.** [View job](#)
Remote New York, New York, United States
- Viral video Researcher - Freelance Commission Based. (EMEA)** [View job](#)
Remote New York, New York, United States
- Viral video Researcher - Freelance Commission Based. USA** [View job](#)
Remote Culver city, LA, California, United States

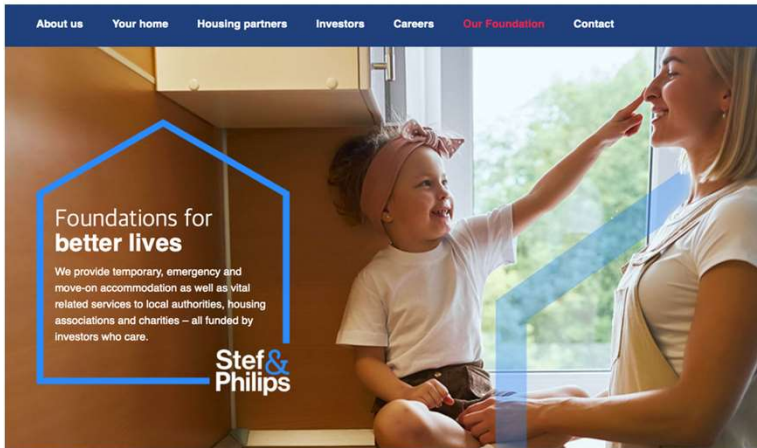
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Christopher



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Open positions

[All departments](#) [Housing](#) [Maintenance](#) [Operations](#) [Utilities](#)

Housing

Housing Administrator & Scheduler [View job](#)

- On-site
- Southgate, London, England, United Kingdom

Maintenance

Cleaner [View job](#)

- On-site
- Southgate, London, England, United Kingdom

Maintenance Co-ordinator [View job](#)

- On-site
- Southgate, London, England, United Kingdom



Determined to make a difference

Choosing to work at Stef & Philips is about more than just a job.

All members of our team share the same goal: to help improve the lives of vulnerable people around the UK, by delivering safe, suitable housing and vital services backed by investors who care.

This people-centred ethos is reflected in our company culture; we prioritise well-being, inclusion and opportunity for all.

Does this sound like you?

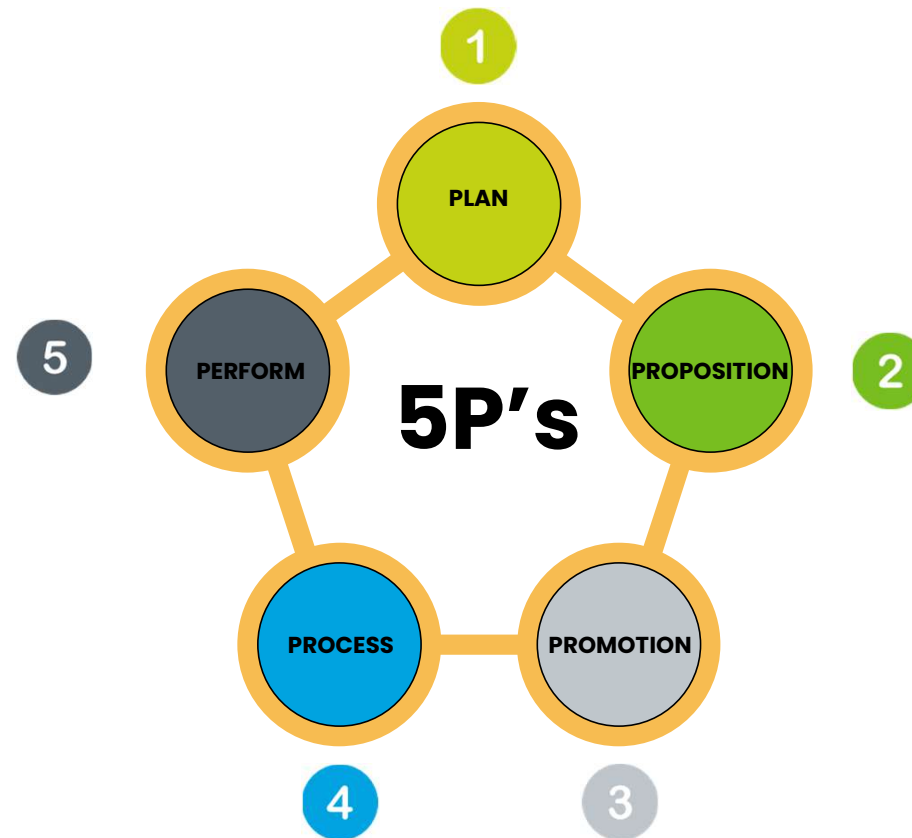
[View Positions](#)



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The A-Player Formula



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How are you doing?

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THANK YOU



Have any question?

[Gameplan registration](#)

nici@talentgateway.net

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