

The membershipbespoke Group remains the only specialist recruitment organisation in the UK which offers a dedicated recruitment service tailored to the needs of the Trade Associations, Professional Bodies, Trade Unions and Regulatory Bodies.



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Hello and welcome to our July newsletter.

Exciting News!

membershipbespoke is evolving!

We are delighted to announce that we have gone through a comprehensive project to upgrade and improve our database, website and CRM capabilities. We have partnered with a leading provider of specialist recruitment CRM software and web integration products to improve the way in which we communicate with candidates and clients alike. We are moving to a slightly different business model which will revolve around the adoption of talent pools. We are going to be changing the tone and content we share with candidates depending on which department they work in. For example, a specialist membership web editor has different career interests than a Management Accountant that may or may not have worked in membership before. We will be able to modify the way in which we talk to the different talent pools to make it more specific for them. The result will mean higher rates of candidate interaction and more choice for you the client. One of our greatest USP's is the diversity and size of our database. This will only improve with the new system and will set us apart as the leading membership recruitment specialists. A real one stop shop, a company that can be a trusted partner for any permanent, interim and leadership talent attraction and retention.

Holiday Season is Fast Approaching

Wouldn't it be nice to go off on holiday knowing that all of your recruitment has been taken care of and that you can properly relax and enjoy the sunshine. If you start the process now everything can be completed and taken care of before the school holidays. We can also help with any temporary or interim cover if any team members are going on an extended leave.

Calling all our freelancers and contract membership professionals

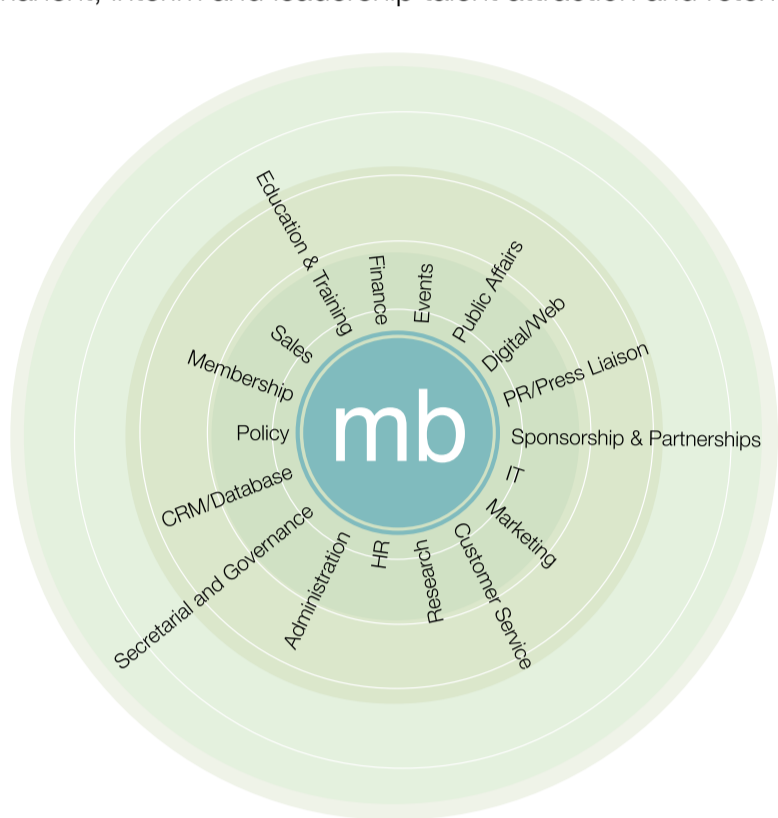
An IPSE and membershipbespoke Offer

Let IPSE support you and your business through IPSE Plus membership.

IPSE has been helping freelancers, contractors, and the self employed for the last 20 years. They provide a wide range of benefits and services, which include. Tax and legal help: Tax investigation costs: IR35 help and support: Money saving offers: Contract templates: Events and networking: Cover if you are ill or injured: Cover if a client goes bankrupt: Life insurance: Government lobbying. Plus access to our partner companies for Insurance, banking, mortgages, and finding work. Plus much more.

You can join using <https://www.ipse.co.uk/join-online.html>
Your discount code is - Rebe50

You will receive the £50.00 discount off the £266.00 + vat retail price.



Candidates will now be able to set up a personalised account via our website that will provide them with automatic job alerts and department specific communications. This will futureproof the business for the next phase of our growth plans and brings our technological capabilities to the best in the sector.

Have look at our new branding and shiny new website [here](#).

Any feedback and comments will be warmly received.



We're blogging! [Click here](#)

How to improve staff retention for your organisation

Finding the perfect people for your team is only the first step to realising your membership organisation's potential. Once your recruitment specialist has helped you to locate the right talent, you will also need to retain them for as long as possible. Hiring managers find themselves facing increased competition in the job market, making it harder to find and hold onto critical hires. Since the cost of turnover in a specialist market can be astronomical, it is essential for membership organisations to think about how they can engage their staff and reduce attrition.

At membershipbespoke, we understand not only how challenging it can be to consistently engage and challenge the talent on your team; we know how crucial it is to retain them. If you're ready to **take your membership organisation to the next level**, here are some key strategies that can help you achieve both.

Offer A Future With Your Organisation

Whether it is more responsibility, a promotion, or the chance to work with a major client, membership hires want to know that they can grow and carve a niche for themselves in your organisation. However, engaging and retaining employees does not have to mean continually finding opportunities for new promotions. Instead, leaders need to work with their people to help them define and build a roadmap for their individual success. If managers can help employees to see where their future within the company lies, those individuals are less likely to jump ship. Sit down during the **onboarding process** and discuss where your new team member sees themselves in the next 6-12 months – or even in the next couple of years – and how you can help them achieve their goals. For example, if you've recently onboarded **a great senior leader** who has aspirations of becoming **a business development director**, help guide them toward attaining this career objective.

Provide Development Opportunities

Development plans naturally go hand-in-hand with training and opportunities for growth. Once you have determined what the long-term objectives of your team members are, it is up to you to create the environment where your membership team members are empowered to own their development, while supporting them with skill-building opportunities and workplace challenges that will help them realise their ambitions. If staff members feel as though they have the right resources, knowledge, and support to perform in their current role, as well as having a clear development path, they will be much more satisfied with and engaged in their roles.

Encourage Wellness In The Workplace

Regardless of their roles, all employees need plenty of time to regroup and recuperate in the workplace. Short breaks give your team members a chance to refresh their thinking patterns and **reduce their stress levels**. So, how do you encourage an atmosphere of self-care? **Wellbeing in the workplace** often starts from the top down. If employees see their managers working through lunch, they will feel compelled to do the same thing. In addition to providing and encouraging time to recharge mentally, you could bring in a wellness coach to speak to staff on ways they can fit daily exercise and proper nutrition into their busy professional lives. As well as reducing stress, a healthy diet and regular physical exercise will enable your employees to be more engaged and productive at work.

Offer Competitive Compensation

The workforce is changing. Many membership hires – particularly those from the Millennial generation – now prize things like flexibility and work/life balance more than a high salary. However, that doesn't mean that a top performer will not be tempted to jump ship if they think that they can get better compensation and benefits elsewhere. Periodically examining your compensation package to make sure it is competitive can be a great way to improve retention. Partnering with a specialist recruitment agency like Membership Bespoke will also give you valuable insight into which benefits are more likely to attract top-tier talent.

Recognise and Reward Employee Achievements

Sometimes, when it comes to increasing employee engagement and reducing attrition, recognition is even more important than compensation. Not recognising or giving praise for your team members' accomplishments is one of the most common mistakes to avoid in building a great membership team. Membership hires want to know that they are appreciated for the work that they are doing. After all, these people can have a direct impact on your organisation's bottom line, so it's crucial to **make them feel valued**. Managers who deliver praise and rewards in the form of group celebration lunches, or even the chance to leave work a little early one day, can earn the respect and loyalty of their team members. If you are not sure how to motivate your team through rewards and recognition, you can always speak to your specialist recruitment consultant for advice or consider surveying your employees and asking them for insights into how they would like to get recognition.

Have A Retention Strategy

Finally, instead of waiting for employees to leave before you begin to evaluate what's going wrong, make sure that you are continually developing and **improving your retention strategy** with input from your hires. Meeting with your team regularly to discuss what they like and dislike about working with your organisation can be a great way to address problems before they impact retention. At the same time, open communication between employees and their managers can help to foster stronger company culture and better loyalty through a shared sense of purpose. There may not be a one-size-fits-all approach to retention, but the tips above should help you to find a solution that strengthens and satisfies your membership team.

For more information and interesting blogs please access them here: [Click here](#)