

PEOPLE AT THE HEART



Making Businesses **THRIVE**

Thrive in Global Change

atriumhr.com

© 2026 Atrium HR Consulting. All rights reserved.





Welcome

Atrium HR transforms recruitment, leadership, capability, culture and wellbeing strategies through a human-first, data-informed approach that drives retention and helps organisations align purpose, people and performance.

“ Thriving environments are built,
not by chance but by design ”

Gabrielle Ramsay-Smith | CEO, Atrium HR Consulting

Our approach:



**Integrated
Search**



**Leadership,
Performance
and Culture**



**Thrive
Engine™**

Integrated Search	4
Leadership, Performance and Culture	8
Thrive Engine™ (Sustainable performance and wellbeing)	12
Book a Consultation	16



Human-first recruitment model
designed for long-term success

Integrated Search

Delivers flexible recruitment support and future-proofed hiring. We help businesses hire better, scale faster and retain talent longer because every candidate we place receives six months of personal coaching aligned to organisational goals, thereby ensuring faster productivity, stronger engagement and dramatically reduced hiring risk.

A recruitment model built for long-term success

We go beyond placement, supporting candidates through their first six months to ensure integration, performance and measurable results.

Coaching aligned to your business goals

Tailored programmes accelerate productivity and deliver sustained impact in each role.

Lower risk, stronger retention

Structured support improves engagement and confidence, significantly reducing mis-hires and early attrition.

Flexible hiring solutions

From on-demand specialists to embedded teams, Atrium Thrive adapts to your resourcing needs without adding headcount risk.

Brand-aligned recruiter network

Our vetted recruiters operate within your processes and values, thereby protecting your employer brand and enhancing the candidate experience.

Faster hiring, higher-quality talent

Rapid access to experienced recruiters and exceptional candidates when you need them.

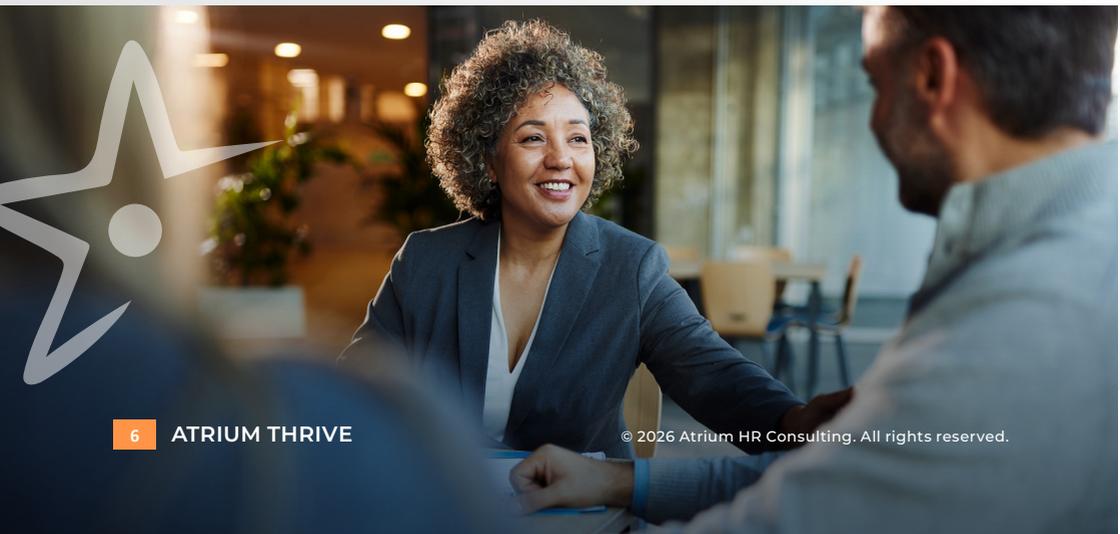


“...we’ve seen an extraordinary transformation. Employee morale has flourished, staff turnover has been reduced to previously unseen levels and we’ve developed a much more positive and productive work environment.”

David Homer, Director
NowCompare

Atrium **Integrated Search** enables organisations to:

- ✓ Access expert recruiters worldwide, delivering results wherever you operate.
- ✓ Benefit from unrivalled sector coverage through a broad specialist network.
- ✓ Deploy flexible, scalable talent solutions aligned to business demands.
- ✓ Accelerate hiring through agile teams and global talent pools, minimising time-to-hire.
- ✓ Boost new-hire performance with six months of dedicated business coaching.
- ✓ Reduce early attrition through a robust, quality-driven hiring process.
- ✓ Improve retention and team performance for lasting business impact.
- ✓ Strengthen employer brand through an exceptional post-placement experience.
- ✓ Future-proof talent strategy through insight, coaching and continuous improvement.



Where **Integrated Search** fits vs alternatives:

	Contingent Agency	In-house TA Team	Traditional RPO	ATRIUM Integrated Search
Delivery Approach:	Transactional, role-by-role	Permanent internal resource	Process-led outsourcing	Flexible TA + post-placement coaching
Hiring Risk:	HIGH	MEDIUM	MEDIUM	LOW
Performance Accountability:	None beyond placement	Variable by team	Limited to SLA metrics	Measured through performance & productivity
Retention Focus:	LOW	MEDIUM	MEDIUM	HIGH
Cost Predictability:	LOW	HIGH (fixed cost)	MEDIUM/HIGH	High (flexible, scalable)
Best Used For:	One-off or urgent hires	Consistent, predictable hiring	Large-scale or steady hiring	Growth, change, or high-impact hiring



Help people lead, adapt and grow,
so your organisation can too

Leadership, Performance and Culture

Equips organisations worldwide to build confident leaders, resilient teams and cultures that thrive in change. Through diagnostics, training, coaching and advisory support, we help organisations align purpose, people and performance.

Global perspective, local relevance

Atrium combines worldwide expertise with deep local insight, tailoring solutions to each organisation’s unique culture for maximum impact.

Integrated leadership, change and culture

Our holistic approach aligns leadership development, change management and organisational culture, thereby ensuring all people strategies work seamlessly together.

Behaviour-first, psychologically informed methods

We focus on the underlying behaviours that drive workplace dynamics, using psychology-based strategies to create lasting, meaningful change.

Consultancy plus capability building

Atrium blends expert guidance with internal capability development, enabling sustainable results beyond the engagement.

Empathetic, data-driven insights

Recommendations are grounded in robust data, delivered with empathy and designed for practical, actionable outcomes.

Proven global success

Across industries and regions, Atrium improves culture, employee wellbeing and organisational performance.

Flexible delivery

Solutions are available virtually, in-person, or through a blended approach, tailored to each organisation’s needs.



“Happy and impressed with Atrium’s learning and development team...
...They were knowledgeable, attentive and helped analyse issues and suggest solutions respectfully.”

Head of HR
Blexr

Summary of Atrium's benefits

Functional + emotional + business outcomes:

- ✓ Faster, clearer decisions
- ✓ Greater ownership and less escalation
- ✓ Quicker problem-solving and adaptability
- ✓ Consistent customer experience
- ✓ Lower stress and burnout
- ✓ Stronger talent pipeline
- ✓ Faster delivery with fewer blockers
- ✓ Higher quality conversations
- ✓ More innovation and willingness to experiment
- ✓ Stable, predictable operations



LEADERSHIP

Developing leaders who **shape culture, elevate performance and lead** through change

PERFORMANCE

Creating the **systems, behaviours and conditions** that enable people and teams to excel



CULTURE

Equipping organisations to **navigate transformation** in ways that accelerate performance and strengthen culture



Where people fuel performance
without burning out

Thrive Engine™

Helps organisations redesign how they operate in a high-pressure world. As external pressure increases, outdated systems, processes and leadership models push strain onto people, leading to burnout, disengagement, attrition and inconsistent performance.

Directly supports what leaders are accountable for:

Sustained Performance

Minimising hidden drag from overload, ambiguity, inconsistent leadership and misaligned systems.

Retention of Critical Talent

Keeping high-value people by stabilising leadership, workloads and team dynamics.

Risk and Duty of Care

Identifying and managing people, conduct, safety and wellbeing risks early and before they escalate.

Operational Stability

Reducing firefighting, presenteeism, unplanned absences and disruption from fragmented ways of working.

Reputation and Trust

Ensuring consistent leadership behaviour and positive treatment of people, thereby safeguarding client, stakeholder and employer brand confidence.



“...great success with performance and relationships truly improving and this was recognised within the team and by customers across the company.”

Product Manager
Alpha Petroleum

Redesigning how work is structured, led, and sustained in a high-pressure world:

✓ **Reduced burnout and healthier staff**

Pressure is absorbed by systems and leadership practices, not left for individuals to carry.

✓ **Stronger performance and retention**

People are clearer about their roles, more supported and more able to do their best work consistently.

✓ **More resilient organisations**

Clear expectations and an aligned leadership that holds up under sustained pressure.

✓ **Lower hidden costs**

Reduce hidden costs linked to absenteeism, presenteeism, employee turnover and the ongoing demands of constant firefighting.



WIQ vs traditional surveys:

	HSE Management Standards Tool	Gallup Q12 + Wellbeing Index	WHO-5 Wellbeing Index	PERMA Profiler	Workplace PERMA Survey	WIQ Atrium's Tool
Audience:	B2B	B2C/B2B	B2C/B2B	B2C/B2B	B2B	B2B & B2C
Focus Areas:	Stress, demands, control, support	Engagement, recognition, relationships	Mental wellbeing	Flourishing model (positive psychology)	Organisational application of PERMA	Clarity, support, energy, relationships, culture, psychological safety, mental and physical health
Validated:	Yes (UK HSE)	Yes (Gallup)	Yes (WHO)	Yes (academic)	Yes (University of Melbourne)	Piloted (formal validation now planned)
Strengths:	Regulatory compliance, widely known	Strong research base, linked to performance	Simple, fast screening	Good for coaching and individual growth	Academically rigorous	Designed in-house by our clinical team, aligns with Atrium's values and goes beyond the limitations of stress-only tools
Limitations:	UK-centric, stress-specific	Costly, limited personal insight	Lacks workplace context	Abstract and non-operational	Complex to use and explain	Light-touch validation still needed
Why WIQ Stands Out:	WIQ offers a broader, more modern view of wellbeing including clarity, energy, purpose and psychological safety	WIQ is more actionable and tailored to wellbeing, not just engagement	WIQ connects individual wellbeing to workplace context and behaviour	WIQ is more practical, culturally adaptable and suited to both strategic and personal use	WIQ is more intuitive and flexible, making it easier to embed and explain to clients	Blends clinical rigour with organisational relevance; customisable for B2B and B2C, reflects Atrium's trusted approach



Start THRIVING Today



Scan to book a consultation
or email: info@atriumhr.com



atriumhr.com

This brochure is intended to provide an overview of Atrium's services. It is for general informational purposes only and does not constitute professional advice. While we aim to provide accurate and helpful guidance, specific outcomes may vary depending on organisational context and implementation.