



Intelligence Connected



EMPOWERING DIVERSITY, DRIVING INNOVATION

We redefine IT consultancy through diverse innovation, offering tailored solutions driving tech success in various industries.

Our Mission:

At Intelligence Connected, we are more than just a service provider – we are champions of gender equality and greater customer service. Our mission is simple yet profound: to revolutionise the technology industry by helping clients achieve their roadmaps and build the best teams possible. From our recruitment practices to our training programs, the customer is at the heart of everything we do.

At Intelligence Connected our aim is to empower individuals, drive innovation, and foster inclusivity to create a brighter, more equitable future for all.

Why Choose Us?

Inclusive Services: We understand that diversity and inclusion is not just checkboxes to tick off – they are essential components of a successful and thriving organisation. That's why our services are designed with inclusivity in mind, ensuring that everyone has equal opportunities to succeed.

Trusted Partner: When you choose us, you're not just getting a service provider – you're getting a trusted partner who is invested in your success. With years of experience and a proven track record of delivering results, we are the partner you can rely on to help you achieve your goals.

Knowledgeable Professionals: In the fast-paced world of technology, knowledge is power. Our team of experts brings a wealth of experience and expertise to the table, ensuring that you have access to the latest insights, trends, and best practices in the industry.

At Intelligence Connected, we are committed to fostering a culture of trust, integrity, and excellence. We believe that by working together, we can create a more inclusive and equitable future for the tech industry – one where everyone has the opportunity to thrive and succeed.

SERVICES OFFERED

Permanent and contingent staffing services including retained delivery



Data Engineering



DevOps & Infrastructure



Cyber Security



Software Engineering & Architecture



AI & ML



IT Service Management

Women in Technology

- Female Executive Search
- Brand & EVP Development and Promotion
- Diversity Tree Workshop Series



Recruit, Train, Deploy

Our RTD model offers aspiring technical professionals a transformative journey into the world of tech, blending hands-on experience with dedicated training to prepare them for permanent employment. Through real-world projects, mentorship, and customized learning experiences, participants gain the skills and confidence needed to thrive in the dynamic landscape of technology. Find out more about how this works on page 5.



WOMEN IN TECH SERVICES

At Intelligence Connected, we believe gender equality in the workforce is important for a business for countless reasons. Whether that be for product innovation, a different take on problem solving or generally to bring different skills and attributes to the company. Leaders within the IT industry have set out key gender equality targets for 2030 and we are here to help them achieve that through our suite of services which have been specifically developed to tackle industry-wide blockers for hiring, retaining and promoting women within the workplace.

Supporting Gender Equality on Every Level

We know that within the IT industry, gender equality is a big challenge for several reasons such as a lack of qualified individuals, gender bias during the hiring process and constant blockers through a women's career including organisational policies that provide advantages to male workers.

To tackle this, we focus on supporting organisations on 3 distinct layers. Initially helping more women into the organisation by providing them the tools and qualifications to set up for success, secondly ensuring the organisation is a great place for women to work, and then helping attract more executive level individuals who also share our vision.

Increase Gender equality at leadership level through our female executive search

Assess, strategise & educate the current workforce on best practices to tackle organisational bias to both attract and retain talent

Lower the entry barrier and provide access to a wider talent pool of women to work for organisations

Explore our approach to these three layers in more detail, where we explain how we challenge current ways of working and provide solutions to the industry-wide status quo.



Jennifer Burns
Equality Lead

'Every corporate organisation in the modern world today is responsible for providing an inclusive and equal working experience for all of their employees; however in order to cultivate a sense of belonging companies will also need to invest in regular policy reviews, provide training and opportunities for marginalised groups and take an active role in removing bias.'

Female leaders were twice as likely to be mistaken for someone more junior than male leaders

Only 23% of IT Developers surveyed in Q3 2023 identified as Female

FEMALE EXECUTIVE SEARCH

1

Just **4%** of CEOs in top 50 tech companies are **women** but companies with female CEOs had a 74% average return on assets, compared to a 69% average for those led by men.

2

In 2023, **male** Fortune 500 CEOs ran their firms for an average of **7.2 years**, while the average tenure for **women** was **4.5 years**.

3

Fortune 500 companies with at least **three** women leaders saw a **66% Increase** in ROI

Our executive search service is dedicated to bridging the diversity gap in leadership positions within the tech industry. Leveraging our extensive network and expertise, we connect organisations with top talent who possess the skills, experience and leadership qualities needed to drive innovation and success.

Central to our commitment to diversity in leadership is our team of dedicated individuals who focus solely on growing our network of executives from diverse backgrounds. Through targeted networking initiatives, industry partnerships, and community engagement, we actively seek out talented leaders who bring unique perspectives and experiences to the table

Tailored Approach to Recruitment:

Our Inclusive Executive Search process is highly personalized, taking into account the unique needs and objectives of each client organization. We work closely with our clients to understand their culture, values, and strategic goals, ensuring that we identify candidates who not only possess the necessary skills and qualifications but also align with the organization's diversity and inclusion initiatives.

83%

of British female millennials stated that they actively seek out employers with a strong record on diversity, equality and inclusion

Tackling Bias Head-on:

Not only do we focus on maintaining a critical diverse network, but we also focus on levelling the playing field for our candidates as much as possible. During the search process, we employ a range of methodologies designed to promote objectivity and minimize unconscious biases. One such approach is blind CV screening, where identifying information such as name, gender, and ethnicity is redacted from resumes before they are reviewed by our recruitment team. This ensures that candidates are evaluated based solely on their qualifications, skills, and experience, without the influence of irrelevant factors. Additionally, we utilize structured interviews, standardized assessment criteria, and diverse interview panels to further mitigate bias and ensure equitable treatment for all candidates throughout the hiring process. By implementing these methodologies, we strive to create a level playing field where talent and potential shine through, regardless of background or identity.

CONSULTANCY WORKSTREAMS

Attracting talent to a workforce is great, but unless an organisation understands how to support these individuals, help them excel in the work environment and provide equal opportunities, they may not stick around. Our consultancy workstreams offer targeted solutions to address gender inequality and promote inclusivity in the tech industry. From mentorship programs to inclusive recruitment practices, each work stream is designed to empower organisations to create a more equitable and diverse workplace. By partnering with us, you'll gain access to tailored strategies, expert guidance, and actionable insights to drive meaningful change and build a culture of belonging where every individual can thrive.

Consultancy Workstreams

Mentorship: This workstream focuses on empowering women in the IT workforce through structured mentorship opportunities. We pair female professionals with male counterparts or leaders within the organisation to foster professional development, career advancement, and leadership skills. By providing guidance, support, and feedback, we aim to create a supportive environment that enables women to thrive and succeed in their careers.

Unconscious Bias in Leadership: Our Unconscious Bias in Leadership workstream is designed to address unconscious biases that may perpetuate gender inequality in leadership roles. We provide leaders with the tools and strategies to recognise and mitigate biases in decision-making processes, fostering a culture of inclusivity and equity within the organisation. Through awareness training and bias mitigation techniques, we empower leaders to make fair and unbiased decisions that promote diversity and inclusion.

Work/Life Balance: This workstream evaluates company policies and practices related to work/life balance, with a focus on parental leave, flexible working arrangements, and other family-friendly policies. We assess the inclusivity of existing policies, gather employee feedback, and analyse the impact of work/life balance on employee engagement and productivity. Through policy review and employee feedback, we help organisations create a supportive and inclusive work environment that promotes work/life balance for all employees.

Inclusive Recruitment & Selection Process: The Inclusive Recruitment and Selection Practices work stream focuses on enhancing the inclusivity of recruitment processes to attract and retain diverse talent in the IT workforce. We review and revise job descriptions to eliminate biased language, train recruiters on unconscious bias awareness, and implement strategies to attract a diverse pool of candidates. Our goal is to ensure equal opportunities for all candidates and create a more diverse and inclusive workforce.

- 01 Two-day consultation and assessment on current working methodologies
- 02 Creation of findings and suggestions report
- 03 Webinar on findings and chosen workstream focus
- 04 Bi-monthly touchpoint to review changes implemented

Comprehensive Approach

Our workstreams offer a comprehensive approach to D&I training, covering a wide range of topics and providing participants with the knowledge and skills they need to create a more inclusive workplace.

Experience & Expertise

Our Workstreams are aimed to be interactive and provide insight into an organisations current work practices, incorporating a variety of techniques to keep participants actively involved and invested in the process.

We Provide a free initial consultation and diagnostic on how we can help you hit your gender equality targets - Contact us for more information and have a look at our diagnostics assessment form on our website

RECRUIT, TRAIN, DEPLOY

We understand that identifying the right individuals for your teams can be a challenge. Moreover, we know that hiring talent is restricted and can be a highly competitive battle. That's why we've developed our innovative program – a placement designed to provide consultants with the skills, knowledge, and hands-on experience they need to succeed in the tech industry.

The RTD Model is more than just a placement – it's a transformative journey that prepares consultants for a successful career with their employer. Over the course of their first year, participants will work closely with our clients, gaining invaluable real-world experience while receiving dedicated training and support every step of the way.

What sets us apart?

Comprehensive Training: Our program includes a dedicated bespoke training course designed to equip participants with the skills and knowledge they need to excel in their roles. From technical skills to soft skills like communication and teamwork, our comprehensive training curriculum focuses on providing employees with the right tools with the help of our bespoke L&D platform and courses that have been meticulously developed by our partner - Find out more about their role on page 10.

Hands on Experience: Participants will have the opportunity to work alongside experienced consultants on real projects for our clients. This hands-on experience not only allows our consultants to apply what they've learned in training but also provides invaluable insights into the day-to-day workings of the tech industry.

Dedicated Learning Days:

In addition to their placements, participants will also have dedicated "learning days" where they can further develop their skills and knowledge through a hybrid training model consisting of classroom-based and self-paced learning. These learning days provide opportunities for continuous growth and development throughout the program.

Bespoke
L&D
Courses &
Platform

Transition to Permanent Employment: Upon completion of the program, participants will transition to permanent employment with our client with the either party incurring no additional costs. Our goal is to provide opportunities to individuals to kickstart a successful and fulfilling career in the tech industry.

Consultants Transition to permanent employment for free after assignment

Disciplines Covered

- Software Engineering
- Data Engineering
- IT Service Management
- Project Management
- Business Analysis
- Cloud Engineering
- AI Engineering
- Product Design



WHY IT'S DIFFERENT

Intelligence Connected will identify the best individuals with the potential to be upskilled to fit the specific profile outlined by the client. This allows us to look outside the normal talent pool and provide a solution that is diverse.

A customizable offering allows us to define a client's requirements upfront and create a detailed roadmap for the programme. The course is then built specifically around this to include a mixture of classroom learning, projects and online self-paced e-learning on dedicated days set out at the start of the engagement.

This service can be offered and applied to any demand. Whether the need is for a cohort of graduates, a focus on improving diversity within a specialty or to support with building a highly specialist team.

WHO IS THIS FOR?



RETURNERS

Our program provides a supportive environment for returners looking to re-enter the workforce after a career break. With dedicated training and hands-on experience, returners can refresh their skills, build confidence, and transition seamlessly back into the tech industry.



EX-FORCES

Transitioning from the military to civilian life can be challenging, but our program offers ex-forces personnel a pathway to a rewarding career in the tech sector. Participants can leverage their existing skills and leadership experience while gaining new technical expertise and industry knowledge to thrive in their civilian roles.



NEWCOMERS

For newcomers looking to kickstart their career in the tech industry, our program offers a structured pathway to success. Through a combination of training, hands-on experience, and mentorship, participants can accelerate their professional development and position themselves for long-term success in the dynamic world of technology. Newcomers can consist of fresh graduates or individuals with a few years of industry experience.



DIVERSE HIRES

Diversity and inclusion are at the heart of our program, making it an ideal opportunity for diverse hires to thrive. We welcome individuals from all backgrounds and experiences, providing a supportive and inclusive environment where everyone has the opportunity to succeed. Participants can bring their unique perspectives and experiences to the table, contributing to a culture of innovation and excellence within our organization.

HOW IT WORKS



REQUIREMENTS GATHERING & GAP ANALYSIS

Thorough assessment to understand organisation needs. Identify existing gaps for a tailored solution aligned with objectives.



BESPOKE COURSE & ROADMAP DEFINED

Craft a customized training program based on analysis insights. Develop a roadmap addressing identified gaps and unique organisational requirements.



SCREENING AND SELECTION PROCESS

Employ rigorous screening methodologies. Identify diverse talent aligned with organisational culture and goals.



EMPLOYEE HIRED AND COURSE STARTED

Onboard selected candidates seamlessly. Commence tailored training, equipping them with essential skills for role success.



TRAINING, ASSESSMENT & TRANSITION

Individuals begin to work on projects while undertaking a bespoke training course to ensure at the end of the engagement, they are fully equipped and prepared for their transition to full time employment

OUR DELIVERY TEAM

Focussed on providing the best experience for both consultants and clients, our delivery team come with a wealth of knowledge and expertise in delivering similar projects. From day 1, they will work with the client to ensure candidates have a focussed and unique development plan based on their strengths and growth areas and help implement and plan to ensure that upon transition, all individuals have the expected baseline expertise.

Employee Engagement & Support:

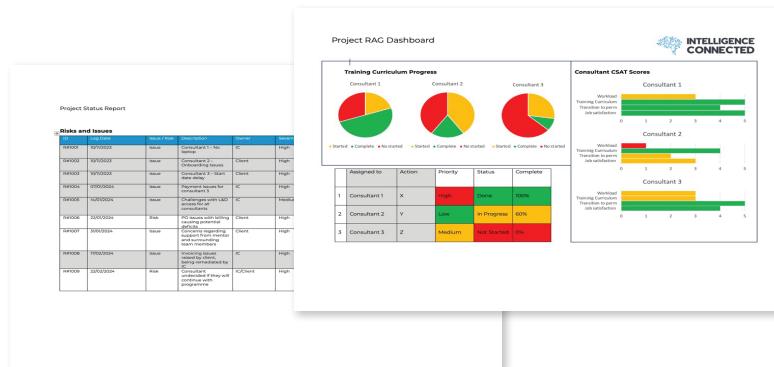
Regular Check-ins: Our delivery team conducts regular check-ins with each individual to ensure they are feeling supported and engaged. These check-ins provide an opportunity for employees to voice any concerns or challenges they may be facing and for our team to provide guidance and assistance as needed.

Mentorship and Coaching: Each individual is assigned a dedicated mentor from our delivery team who provides personalised guidance and support throughout their journey. Whether it's advice on career development, navigating workplace challenges, or honing specific skills, our mentors are there to offer support every step of the way.

Collaboration and Communication:

Cross-Functional Collaboration: Our delivery team collaborates closely with other departments within our organisation, including recruitment, HR, and program management, to ensure seamless coordination and alignment of efforts.

Stakeholder Communication: Effective communication is key to the success of our programme. Our delivery team maintains open and transparent communication channels with individuals, partner companies, and other stakeholders, ensuring that everyone is kept informed and engaged throughout the program.



Goal Setting & Progress Monitoring:

Goal Alignment: Our delivery team works closely with both individuals and partner companies to establish clear and achievable goals that align with the objectives of the programme. These goals are tailored to the individual strengths and aspirations of each employee, ensuring they are set up for success from the outset.

Progress Tracking: We utilise various tools and metrics to track the progress of our consultants against their goals. Our delivery team monitors key performance indicators and provides regular updates to both employees and partner companies, keeping everyone informed of progress and any adjustments that may be needed along the way.

Impact Measurement & Reporting:

Impact Assessment: Our delivery team conducts regular assessments to measure the impact of our programme on both employees and partner companies. This includes gathering feedback, conducting surveys, and analyzing key performance indicators to evaluate the effectiveness of our programs.

Reporting and Insights: We provide detailed reports and insights to our partner companies, highlighting the progress and impact of our graduate schemes. These reports not only demonstrate the value of our programs but also provide actionable insights for future improvements and optimizations.

OUR L&D PARTNER

Our Learning and Development Partner: Purple Griffon

We believe in the power of collaboration and partnership to drive meaningful change. That's why we've teamed up with Purple Griffon, a leading provider of learning and development solutions, to deliver comprehensive training and support for our dynamic training placement

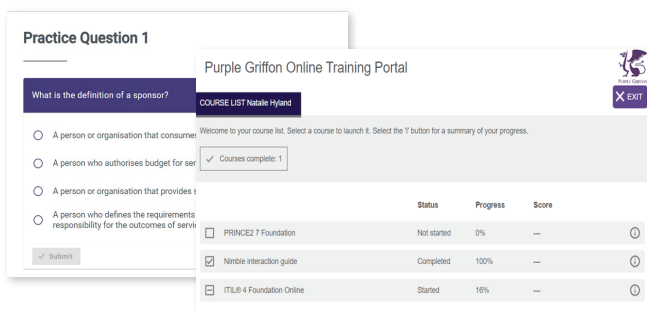
About Purple Griffon:

Purple Griffon is a trusted name in the field of learning and development, with a proven track record of delivering high-quality training solutions to organisations across various industries. With over 20 years of experience, Purple Griffon combines expertise, innovation, and a passion for learning to help individuals and organizations achieve their goals.



Why Purple Griffon?

Expertise and Experience: Purple Griffon brings a wealth of expertise and experience to the table, with a team of seasoned professionals who are experts in their respective fields. From project management to IT service management, Purple Griffon offers a wide range of training programs, designed to equip individuals with the skills and knowledge they need to succeed in today's dynamic business environment.



Comprehensive Training Solutions: Whether it's industry-standard certifications, customised training programs, or e-learning solutions, Purple Griffon offers a comprehensive suite of training solutions tailored to the unique needs of our programmes. With flexible delivery options, Purple Griffon ensures that our employees receive the training they need to excel in their roles.

Our Partnership:

Customized Training Programs: Working closely with Purple Griffon, we've developed customised training programs specifically tailored to the needs of our programme. These programmes are designed to provide our employees with the skills, knowledge, and certifications they need to thrive in their roles and make a meaningful impact within their organisations.

Ongoing Support and Collaboration: Our partnership with Purple Griffon extends beyond just training delivery. We collaborate closely with their team to ensure that our training programs are continually updated and optimised to meet the evolving needs of our graduate schemes. Whether it's incorporating new technologies, adapting to changing industry trends, or addressing specific skill gaps, Purple Griffon is there every step of the way.

Shared Values: Like us, Purple Griffon is committed to fostering diversity, inclusion, and excellence in the workplace. Their values align closely with ours, making them the perfect partner to help us achieve our goals of promoting diversity and inclusion within the technology sector.



**Intelligence
Connected**

GET IN TOUCH

Contact us today to learn more about how our Diverse Tech and Training placement solutions help drive positive change within your organisation.

Together, we can empower the leaders of tomorrow and create a more inclusive and diverse workforce for the future.