

# Creating a culture to retain talent



How Shoosmiths used Rungway to create a place for ongoing feedback and communication and build a sense of community.



## The challenges

- Only receiving feedback once a year
- How to scale mentoring
- Attract and retain talent
- Meet expectations of younger generations on attitudes towards mental health, and voicing opinions

## The solutions Rungway provided

Receiving feedback in real-time. With Rungway, everyday issues ranging in seriousness could be tapped into by anyone. Anonymous posting meant employees could ask difficult questions and get real-time responses. This brought up issues that may have otherwise never surfaced.

Increased communication across 13 locations. Shoosmiths HR Director revealed that a big challenge was facilitating “genuine, transparent, adult, public conversation” across their various locations. Rungway provided a very effective channel of communication to discuss every day policies as well as more intense conversations.

“With Rungway’s controlled anonymity our people can seek and receive help on wellbeing, culture, our policies and so much more”

Louise Hadland, HR Director