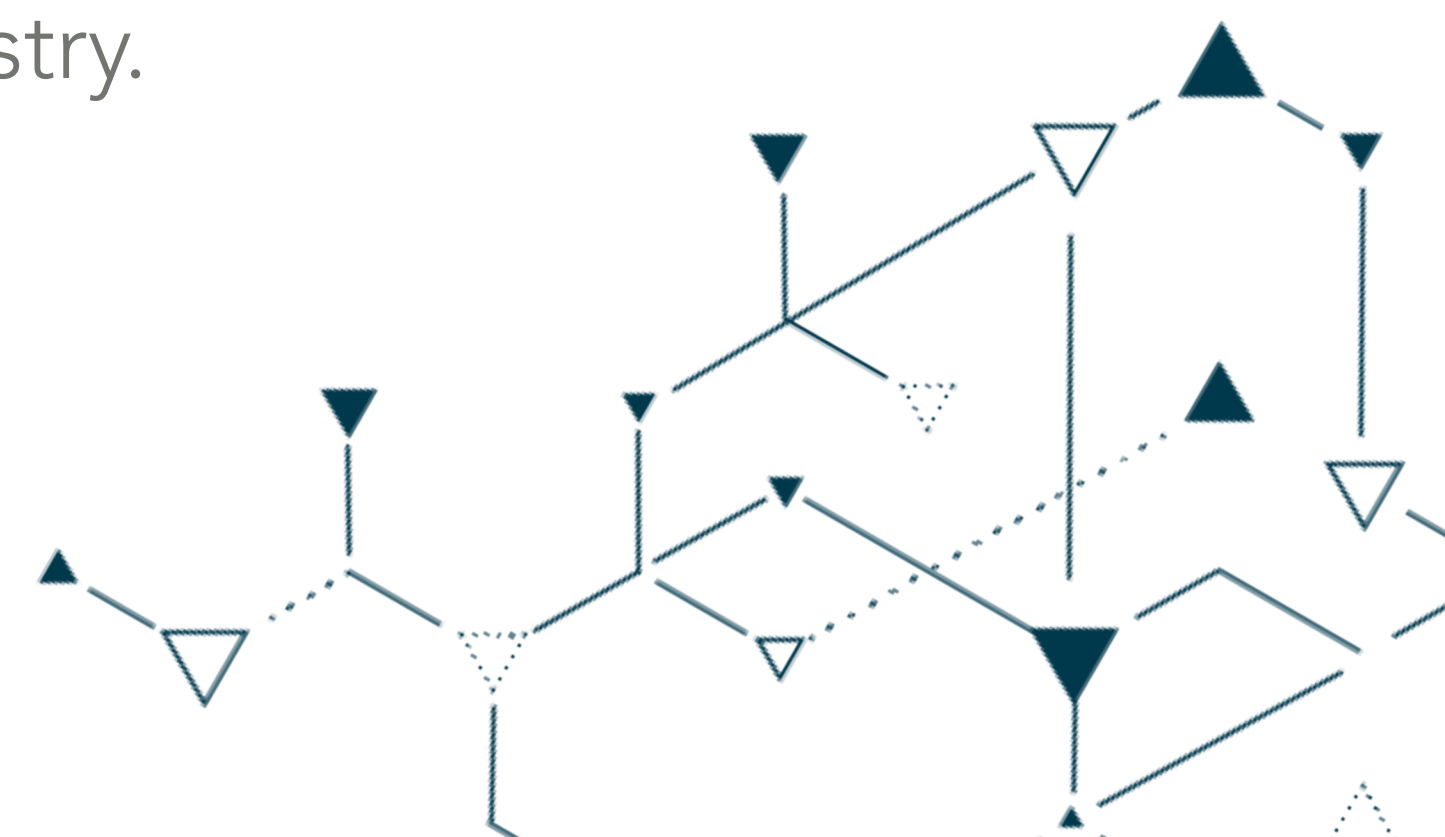


alchemy

European centre of excellence for software implementation.
Supporting the digitization of the global Insurance Industry.



“BUILDING A ROCKSTAR TEAM!”
The *Alchemy* story so far..

Alchemy Technology Services – Brief History

Early 1980s

Founder John Harkin, left Derry for University in London



2016

John recognised a gap in the Market - an urgent need to replace legacy systems coupled with a shortage of skilled certified experts in the field.

The seeds of **Alchemy** were sown

Sept 2018

I officially joined Alchemy as employee number 1.



October 2018

First 20 candidates joined academy 1 with 100% offerings of permanent employment

October 2019

76 Employees.
Currently have Alchemists in Derry, Newcastle, London, Dublin, Milan, Copenhagen & Cape Town



Alchemy has three core objectives:

1. Create a European **centre of excellence** for leading core technology offerings to drive **digital transformation** in the UK and European Insurance market
2. Attract **talented individuals**, equip them with relevant **skills and certifications** that are in demand in the marketplace and provide a bridge that will span the gap between completing further education and entering a fulfilling career in an **exciting marketplace**.
3. Alchemy will do this in a responsible and caring way that will create a **win-win** for the individual, their families and community along with the various stakeholders in the **transformation of the Insurance industry**.

Alchemy – The Vision Translated

☐ Centre of Excellence

At Alchemy we want to have the best trained and highly certified consultants in the industry both technical and industry knowledge.

☐ Talented Employees

We want to support the growth and development of employees. Give them the qualifications and experience to allow them to “fly”.

☐ Win – Win for all

Provide amazing opportunities to train, travel, see the world with Derry as your base.

Supporting local initiatives, charities, schools, colleges and universities.



What is Culture?

Creating a positive, strong culture at a start-up is one way to help ensure success and longevity of your business.

✓ DNA of your organisation

Culture is everything from what we look like. Where we come from, how we act and who we are. It is manifested in your processes, systems and policies.

✓ Sets you apart from your competitors

It is the differentiator and what can make your company successful or toxic!
If you work long hard hours for something you **don't believe** in – **STRESS**
If you work long hard hours for something you **do believe** in – **PASSION**

✓ Heavily influenced by Company Founders and Leaders

Culture starts from the top down.
Often founders and leaders are preoccupied with many elements of running a business – they need to commit and make a personal effort to create and sustain the culture



Leadership and Culture

A Strong leader.....



Culture at Alchemy

- ❑ Clear vision from an inspirational leader.
 - Creating high level jobs in Derry
 - Helping employees to be the best version of themselves that they can be
 - Name of company **"Alchemy"** no accident – turning base metal into Gold **#going for gold**
- ❑ We work very hard every day to share that vision – employees, potential employees & potential clients
- ❑ Recruit the "right people" – are they the "right fit" for Alchemy?
- ❑ Give employees the space to grow and develop, opportunities to step outside their comfort zone
- ❑ Have fun together – Work Hard and Play Hard!

How do we create and sustain our Culture ?

❑ Recruitment Processes

- ❑ Via the Assured Skills programme – funded by DfE and delivered by NWRC and third party providers chosen by Alchemy.
- ❑ Developed some strong synergistic relationships with NWRC, UU and LYIT
- ❑ Alchemy sifts CVs and manages the interview processes

❑ Policies

- ❑ Travel and Expenses – **TRUST EMPLOYEES**
- ❑ Training

❑ Progression

- ❑ System of progression which is open, transparent and based on performance. If you make the grade, you get the reward.

HUMAN SYNERGISTICS

- ❑ 40 years of research behind the Human Synergistic Suite of Tools
- ❑ Provide a way to **SEE, MEASURE** and **CHANGE** the thinking and behavioural styles that drive the performance of individuals, groups and organisations.
- ❑ Breaks down the factors underlying effectiveness into 12 specific styles that are grouped into 3 general clusters and arranged in a circular manner based on their similarity:
Constructive, passive / Defensive and Aggressive/ Defensive
- ❑ **Constructive Styles** – highly effective, promoting individual, group and organisational performance.
- ❑ **Aggressive / Defensive Styles** – inconsistent and potentially negative impact on performance.
- ❑ **Passive / Defensive Styles** – consistently detract from overall effectiveness.

HUMAN SYNERGISTICS CIRCUMPLEX

Visual Model

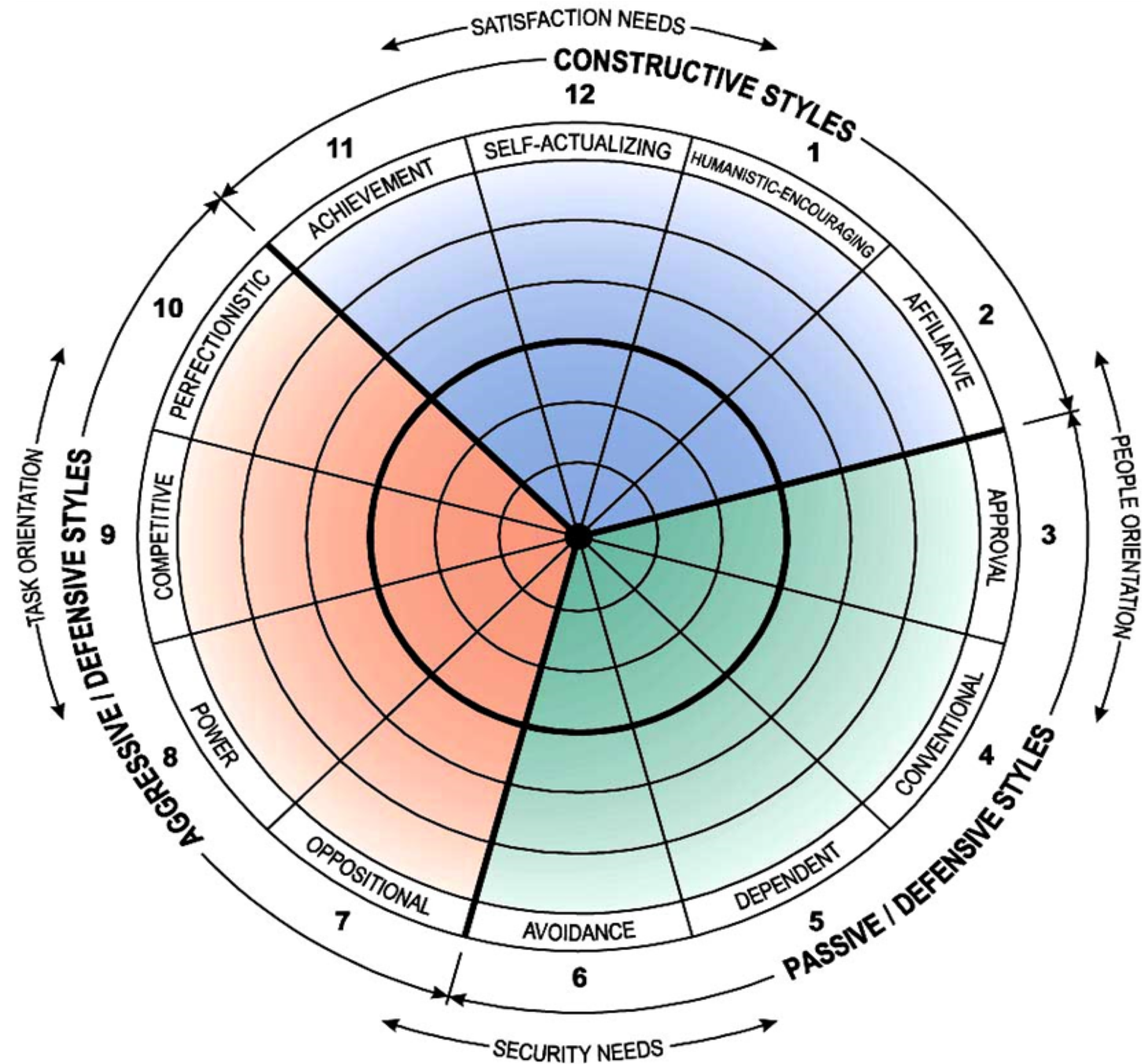
Provides a view of the thinking and behavioral styles that are driving the performance of people and groups in an organization.

Common Language

Helps discussions regarding individual and team behavioural styles and company culture.

People Development

Provides a foundation for developing people, improving performance and enriching company culture.



□ Day 1 of Academy

- We introduce the group to the Human Synergistics Methodology
 - We also discuss the seven stages of adult development
 - Have fun with the circumplex ending with the group completing an OCI questionnaire which presents us with their individual and group “**ideal**” working environment.
- We Keep the “**ideal**” very **visual** and **prominent** – framed pictures in office.
- **Revisit** the outcomes on a regular basis – discussing certain behaviours when required and relating them back to the “ideal”.
- More recently – we have invited employees to pitch for promotion using the circumplex as a means of presenting their case.

THE CONSTRUCTIVE CLUSTER

Achievement

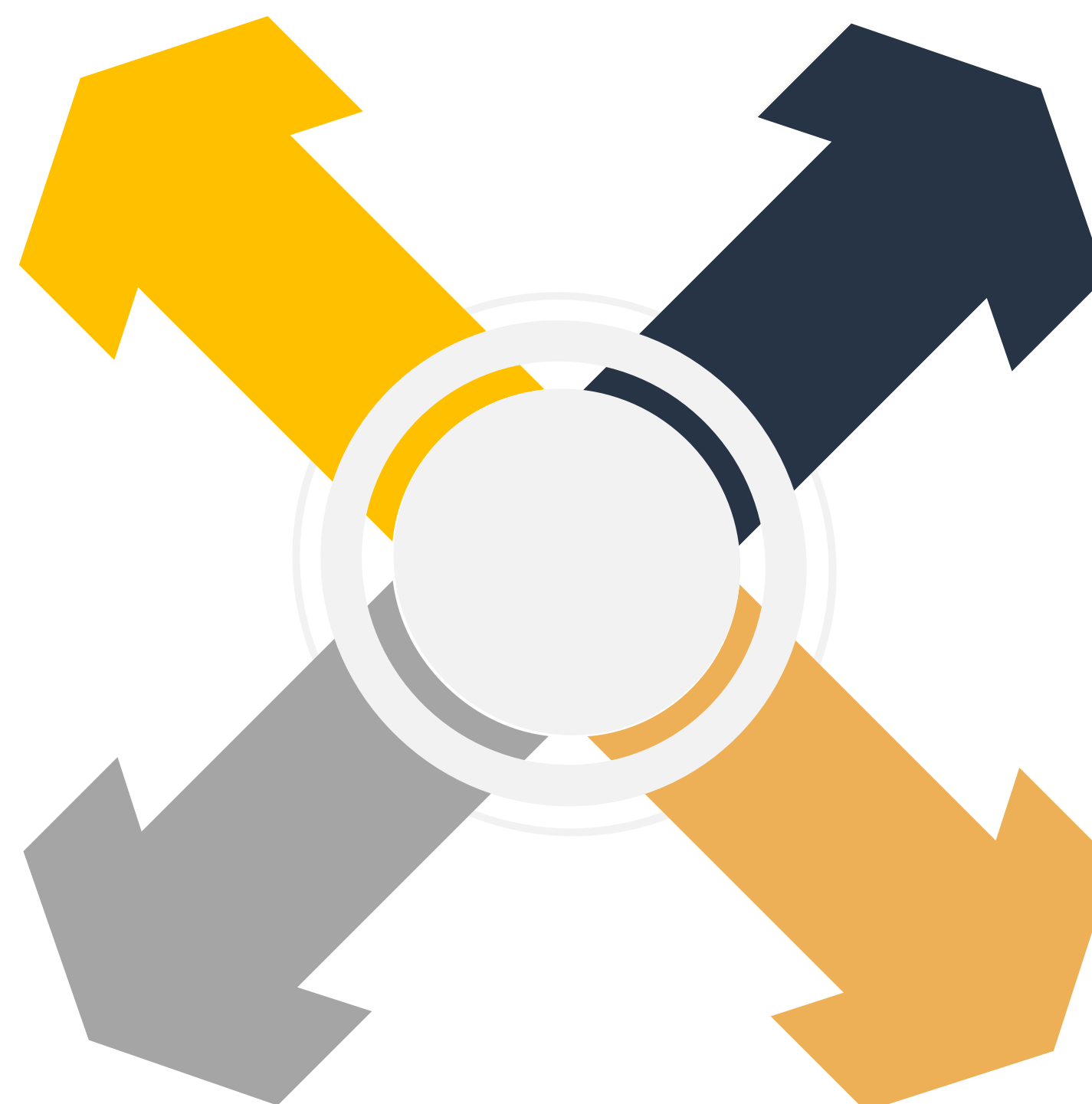
Outline all your achievements- do not expect us to recall them all.

Outcomes are linked to effort as opposed to chance. Individuals set challenging yet realistic goals and pursue them with enthusiasm.

Humanistic - Encouraging

Have you been able to help others grow and develop?

Employees are supportive, constructive and open to influence in their dealings with others.



Self -Actualization

How have you taken responsibility for your own career growth? Have you developed new skills? Have you shown initiative?

Need for personal growth, self fulfilment, and the realization of one's potential. Individuals have a strong desire to learn and experience new things.

Affiliative

How have you supported your colleagues? Have you been able to help others grow and develop?

Characterized by constructive interpersonal relationships. Members are friendly, open and sensitive to the satisfaction of the team.

Alchemy – Challenges Ahead!

- ❑ As we have grown from 2 to 76 it is becoming more difficult to be able to develop close relationships with all the employees.
- ❑ As employees head off on assignment we see less and less of each other and with a new academy joining every quarter it gets harder to maintain many of the close working relationships that we had.
- ❑ Introduce **"LSI"** another HS tool – development tool aimed at helping you look at your thinking and behaviour – to recognise your strengths and " stumbling blocks" standing in your way.
- ❑ Likely to discover a few bad apples – people who are not a good fit – bad mouth the company – **Negativity is a loud voice!**
- ❑ When you have a good company culture word spreads about it... have to work hard to sustain what you have built.

Alchemy Technology Services

One of John's favourite quotes taken from a song by Baz Lurman “ Everybody is free to wear Sunscreen”

“Enjoy the power and beauty of your youth and do one thing every day that scares you and don't forget to Sing and Dance along the path”

This sums up what Alchemy is all about!



**THANK YOU FOR
LISTENING**