

## Lauren Posada – Senior Consultant, Michael Page Finance



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### What elements of your job do you find most challenging?

For me, the unpredictability of this job is one of the most challenging elements. You can never foresee what will happen in your day and plans are frequently changed. Often I feel pulled in a lot of different directions and the ability to adapt is a key skill. As someone who is organised and likes to plan out their day it can be frustrating when things change at the last minute. With this being said, I wouldn't be in this job if it wasn't challenging. For me and many of my colleagues the fact that every day is different is one of the reasons we love being here. It is critical to balance listening and understanding the clients' needs with knowing when to push back. Because we are a professional services business, customer service is such a vital element and I think on occasion we are so keen to surpass client expectations and do a good job that we can shy away from having difficult conversations. This is definitely something I am continuing to work on and is becoming increasingly important given the changing market conditions.

### What are you most proud of in your career at PageGroup?

In the final quarter of 2017 I was promoted to Senior

Consultant and hit high flyers. At the beginning of 2017 I moved desks within finance. I had started my career recruiting part qualified accountants into practice and then moved to recruit qualified accountants into industry. Starting a new desk wasn't easy and the first six months were really hard. I spent a lot of my time understanding the market and getting to grips with the clients and candidates and figuring out the best way to business develop. What was it? Being myself. Building relationships so that I could effectively influence. After six months of hard work and resilience I was incredibly proud to hit my promotion and make it onto high flyers.

### What is your top piece of advice for anyone following in your footsteps?

“Find a way of doing the job that suits you”. When you start this job you heavily rely on your colleagues to show you how best to run a process, talk to candidates and talk to clients. Whilst this gives you a brilliant grounding to be able to do the job, it is very easy to become a copy of your colleagues. I would say to people starting their career at PageGroup that you should take the knowledge and skills shown to you by your manager / colleagues and practice using them in a way you feel most comfortable. Then, you can really start to push yourself.



Don't be afraid to let your personality come through and adapt your style to what feels most natural to you!

### How would you describe PageGroup's culture to a new starter?

PageGroup is an inclusive and inspiring business. We are a company that encourages individuality, everyone is appreciated for their unique qualities and different ways of working. There is no set mould that you have to be, in order to be successful at PageGroup. Managers are encouraging of different ideas and your voice is heard no matter what level you are in the business. Team work is also a massive part of PageGroup culture. We work collaboratively both in our own teams and across discipline, so we always work in the most effective way to share information throughout the business, getting to know and helping colleagues. Similarly, people at PageGroup are genuinely here to help others. No matter how busy people are, the time is always found to help one another, be it a new starter looking for some training or a senior member wanting information about a business. PageGroup is a business where you will be encouraged to and given the tools to succeed whilst meeting genuine, sociable, likeminded individuals.

