

## Strategic People Projects – Translating Business Strategy into Action

We have been involved in a wide range of strategic 'people projects' where our clients have needed to translate business strategy into tangible results through their people.

These projects have included:

- Building a **competency framework** for a leading public sector organization to underpin recruitment, development and performance management - whilst also sending a clear message about expectations of employees and changes in the way the organization will operate.
- Reviewing and auditing the '**climate**' within a global finance team of a leading energy business to evaluate employee engagement and develop action plans as part of a global conference.
- Creating an **HR strategy** for an IT business where significant change in strategic direction needed to be translated into people processes and HR practices.
- Designing a **career path framework** and tools to assist personal development and career planning in a worldwide engineering team – to demonstrate career options available and improve retention.
- Creating a **competency framework** for a leading B2B telco, to underpin a new HR strategy and build one culture and one way of working across the business.
- Supporting **reorganization** in a number of global businesses through organization design, role definition and through delivering structured, valid assessment processes to map people into new roles.
- Helping a leading UK bank to **develop business** within a specific marketplace by translating the high level strategy into clear, tangible actions, changes and development for the Relationship Management population.