

Case study: A computer company looking to use the talents of its workforce more effectively.

A large computer company had been through a number of rounds of redundancies. They said that they thought the people still employed were the best but probably not in the correct jobs to use their talents most effectively.

We designed a programme to enable employees to examine their skills, their needs and their future career aspirations – the Individual Development Programme.

Over a three year period a large number of employees, including senior managers, technical specialists and up and coming potential, went through the programme.

The company said it was enormously successful, with some employees moved into new positions; some were promoted; some decided their present roles were completely right for them and a few left the company.

The feedback from the participants was extremely positive, with a number saying it was life-changing.