

A Civil Engineering company in Hampshire

Business Development and Investors in People

Working with senior managers to review business planning and business practices. Development of a sales and marketing approach. People process design and the development of key systems. Help with personnel issues.

Help and guidance to prepare for, and successfully achieve, Investors in People Accreditation.

Development work included :-

Business Planning	Development of review/appraisal systems
Commercial management	Training planning
Sales planning and sales management	Practical guidance on solving challenging people issues



Analysis and recommendations for manager development

Working with the Global HR Director to develop business plans, implement performance management processes and undertake senior manager selection and development. Linking with European and South African HR practitioners create and carry out a training needs analysis and assess the learning and development available in the business and recommend an approach to manager development that is both pragmatic and fits with the objectives of the business.

Influence and convince managers and HR specialists and gain support in implementation.

Project content

Working with senior managers to agree business plans	Creation and implementation of training needs analysis
Implement performance, management systems	Recommendations with action plan
Design and develop senior manager selection and development	Design and deliver learning and development workshops

A valve manufacturer in Dorset

Business development, manufacturing and sales and marketing

Working closely with the directors, develop a business strategy and continuity plan that developed the strengths of the business, identified its key plans and brought the team on board through meetings. Development of manufacturing processes.

Focus on sales development and presentation to drive an increase in business sales. Development of sales roles and a global network of partners.

Project content

Business review	Review of manufacturing systems and processes
Establish goals and objectives	Support for managers in time and people management
Develop business and commercial plans	Development of HR systems and people processes
Agree approach to sales delivery	Performance management approaches
Coaching in sales management and sales presentation	



People systems review, staff interviews, recommendations

Working with a division of Barclays undertake people interviews to (confidentially) gain a view of the current position. Review, assess and benchmark current approaches to managing the business.

Following meetings with senior management going on to recommend, design and support the implementation of changes to support effective change. Train and coach managers in actions required.

Project content

People interviews
Assessing and benchmarking current business and people processes
Written and verbal reports to senior management
Design of changed processes
Coaching and support for managers to implement