

PEOPLE & TEAM DEVELOPMENT CASE

INTRODUCTION

A healthcare organisation needed support to develop the skills of their employees to create a new workplace.



SOLUTION

We provide a scan, that measures the competences and personal profile of each employee, and we made a scan of the organisational scope to define blind spots in the workspace that needs new people with the right skills and competences. We developed a personal and organisational roadmap, to guide them to their new environment and new function. We set up the new workspace activity map and made sure that the organisation developed a education plan to re-program their functionality.

We created teams that worked on specific topics from this program with a senior management, to speed-up the process. With the HR department we ensured the global satisfaction on a daily bases, to get the motivation of all people through these changing curve. We delivered the management a dashboard with the KPIs so that they can change their strategy and manage this project after we are done.

CHALLENGE

This organisation reduced 50 employees through a previous project, they want to integrated them back into the organisation.

So they don't have to pay the costs of the dismissal and to create business expansion with their own people by training, coaching and educating them to another function that will improve their revenue.

RESULTS

In just 6 months, we were able to redefine and simplify all processes and improve the organisational structure and capacity, we reorganised and improved the operations and increased the performance and production with new people skills and nobody had to leave the company.

We trained, coached and skilled 50 employees and let them shine again.