

## Typical Consultancy Projects

### A joinery company Dorset

#### 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 Recognition

##### Development work included :-

- Individual 1 to 1 sessions
- Development of review/appraisal systems
- Competence based training planning
- Practical guidance on solving challenging people issues



#### Analysis and recommendations for manager development

Linking with European and South African H R 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 H R specialists and gain support in implementation.

##### Project content

- Initial scoping of work
- Contact and agreement with key players
- Creation and implementation of training needs analysis
- Recommendations with action plan

### A removals and storage business on the South Coast

#### Business development and sales and marketing

Working closely with the owners, develop a business strategy and continuity plan that reviewed the strengths of the business, identified its key plans and brought the team on board through meetings.

Focus on sales development and presentation to drive an increase in business sales.

##### Project content

- Business review
- Establish goals and objectives
- Involve people in developing plans
- Agree approach to sales generation
- 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
- Check to confirm effective implementation