

Armstrong

Leadership potential. Delivered.

The Objective

To quantify the business outcomes of the global graduate development programmes and make recommendations on how to cost-effectively scale the programmes.

The Approach

Develop Key Performance Indicators. Analyse data to compare graduates on a development programme against control groups internally and externally.

The Business Impact

- Strong KPI performance for recruitment, retention, performance, potential and acceleration ensured that development budget was protected.
- Significant efficiency savings were achieved through standardisation, simplification and sharing of best practice.
- The outcomes were further improved in year two due to clarity of outcomes and use of info-graphics to drive culture change amongst line managers.



Review and Improvement of Early Career Development Programmes at Engineering Firm

Graduate development programmes represent a significant investment for the 1,000 graduates on training programmes lasting from 18 months to 6.5 years. Graduate intake numbers are also increasing.

With increasing pressure on budgets this advanced engineering company found that Angela Armstrong's approach to bringing business strategy and talent strategy together protected budget for future graduate programmes.

Angela Armstrong's ability to identify key performance indicators that demonstrated return on investment and stimulated desirable business behaviours enabled HR and business managers to communicate more effectively and achieve improved outcomes.

A number of recommendations were made to ensure that programmes were efficient, effective, and scalable and would remain fit-for-future.

"This level of high quality management information about our graduates is unprecedented and enables us to track the outcomes of the graduate programmes year-on-year so that we are responsive to changes in the business and we can deliver the support model on which the programme depends" said Graduate Development Manager

The following testimonial show that business stakeholders were very satisfied with the outcomes of the review

"Angela has a HR-heart and a business-brain and the courage to challenge the status quo when appropriate. Angela took an already high-performing group and raised the bar including improved engagement, retention and performance". said Director Customer Management

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About Armstrong Coaching & Consulting:

Established by director Angela Armstrong in 2013, Armstrong Coaching & Consulting specialises in talent development and helps to align individuals and teams behind the business strategy. The shifting economic landscape means many clients are experiencing change. Angela & her associates help through developing core leadership capabilities of trust, resilience and change. As established practitioners Armstrong Coaching & Consulting deliver interventions that are immediately applicable in the workplace.

Specific deliverables include talent assessment and development, leadership and management development; change management and individual coaching.

Angela Armstrong is based in The Midlands and has worked with an impressive portfolio of clients. Examples include Accenture, Barclays, British Telecom, HM Revenue & Customs, Oxfam, Rolls-Royce, UK Border Agency.