



**CHR Solutions**

Experts in capability-driven transformation



# G-Cloud 14 Service Description

**Performance Management Service Aligned to CDDO Frameworks**

# About CHR Solutions

## **A team of experts trusted by government and public sector**

CHR Solutions brings together highly recognised digital capability experts from UK government and the public sector offering a wealth of expertise right across our range of services and solutions, and an extensive track record of solving the capability challenge at the heart of large-scale transformation programmes

This depth of experience gives us the confidence and agility to tackle even the most intricate assignments, adapting to evolving needs and delivering optimal outcomes for our clients, acting as critical friends and deploying our programmes and interventions in a flexible and integrated fashion



# What we do

As the expert in capability-driven transformation, we deploy a range of integrated bespoke product and services across the full attraction, development and retention capability cycle



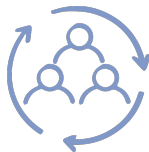
## Digital Academy

Leadership Development  
Training Programmes  
Contextual Coaching



## Talent Management

Talent Acquisition  
Assessments  
Workforce Data



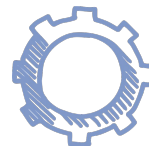
## Communities of Practice

Internal Development and Support  
Knowledge Sharing  
Employee Retention



## Communications and CX

Employer Brand  
Customer Experience Marketing  
Communications & Engagement



## Technology Solutions

Technology Strategy  
Technology Build  
Technology Support



## Programme Support

Service Design  
User Research  
Advisory Services



# Our integrated approach

We design and deliver integrated solutions tailored to user needs, from strategy to technology, and cultivate the values and capabilities necessary to create agile organisations that deliver value to citizens now and in the future.



# How we add value to our customers

We help public sector organisations attract, nurture, and retain the best talent, while delivering cost-effective solutions that prioritise citizen-focused services

We focus on bridging the skills gap in digital public services by providing responsive and effective skills development, career progression, and digital transformation solutions

Our unique expertise and long-standing experience of capability-driven transformation provides organisations with tailored solutions to address challenges



# Performance Management Service Aligned to CDDO Frameworks



# Service definition

Effective performance management is pivotal to fostering an engaged and high-performing workforce.

CHR Solutions offers a sophisticated performance management service that leverages a bespoke platform designed to streamline and enhance the evaluation and development processes within your organisation.

Our system integrates seamlessly with the Digital and Data framework established by the Central Digital and Data Office (CDDO), ensuring that all activities are aligned with industry best practices and government standards.



# Features

- Bespoke performance management platform: facilitates comprehensive workforce data management
- Workforce data management: central to our platform is the capability to consolidate and manage workforce data effectively
- Continuous assessments and feedback: by facilitating communication between managers and employees, our platform helps in identifying performance gaps promptly
- Customised learning modules: these modules are developed to address specific gaps identified through assessments and to advance key competencies that drive your organisation forward
- Structured quarterly review cycles: these reviews allow for consistent assessment of employee performance against set objectives and quick recalibration of goals as business needs evolve
- Alignment with Digital and Data framework: our service is designed to fully comply with the DaD framework, ensuring that all performance management activities support digital transformation and adhere to established standards
- Analytics and reporting capabilities: managers and HR professionals can access detailed reports and dashboards that provide insights into performance trends, training outcomes, and review cycle results

# Benefits

- Customised technology: Our bespoke platform is specifically designed to meet your organisation's unique needs while aligning with the DaD framework
- comprehensive management: from data integration to learning and regular reviews, we cover all aspects of performance management
- Strategic alignment: ensures compliance with national standards and supports your strategic objectives
- Data-driven insights: empowers your decision-making with robust analytics and tailored reporting





# Selection of our customers

To date a substantial number of UK government departments and public sector organisations have trusted us to solve their capability challenges and maximise opportunities



Government  
Digital Service



Health Research  
Authority



Homes  
England



Scottish  
Government  
Riaghaltas  
na h-Alba



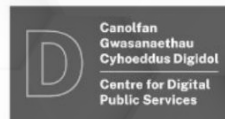
Department for Levelling Up,  
Housing & Communities



Birmingham  
City Council



Cabinet Office



Maritime &  
Coastguard  
Agency





# Thank you

Contact  
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Commercial  
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