WISERTRIBES

Wiser Tribes is an independently owned digital consultancy.

Our work encompasses digital transformation, training and mentoring across the private sector and government. We're all practising professionals, whether working collaboratively or independently.

Our multidisciplinary teams deliver end-to-end solutions that meet user needs through agile, user-centred approaches integrated with analytics, design and development.

About us

Wiser Tribes was formed when a group of experienced consultants, working across several government departments, discovered their client was not the only thing they had in common.

Realising we shared similar values and a passion for helping our clients to transform and be more agile, we decided to form our own consultancy and offer services that are truly hands-on, and backed by our collective experience of over 40 years working on public and private sector projects.

We understand the skills needed for digital transformation, but more importantly, we understand the kind of mindset needed for an agile project to be delivered successfully.

We can provide your organisation with experienced consultants, new talent or provide bespoke training for your staff.

Wiser Tribes Academy is our flexible service that can provide your organisation with new talent, trained specifically for your needs, supported by experienced on-site mentors. Having spent many years working in public and private sector projects, mentoring junior members on their teams, the **Wiser Tribes** founders now specialise in identifying skills gaps in your digital teams, and delivering suitably motivated and skilled individuals, at a competitive price, with minimal impact on your staff or management.

How does it work?

- We carry out an analysis of the roles and training required, based on understanding your programme or project needs
- Trainees are permanent **Wiser Tribes** personnel, working alongside experienced mentors, up until they complete their programme of training
- The training is bespoke, tailored for your needs, and blended with real project experience. We incorporate organisation specific modules such as GDS, Inception, User-centred Service Design, Discovery, Alpha or Beta
- Upon completion of the training programme you have the option to offer the Academy personnel a permanent role, at no additional cost

What are the benefits to you?

- Rapid productivity - new participants are productive immediately, working alongside experienced mentors, who coach in real world scenarios
- A more cost-effective solution to your resourcing needs, by giving you flexibility without the high cost of contract staff
- Less on-boarding time and burden on existing staff or management
- A more strategic approach to resourcing, that allows you to address immediate shortfall, with the potential of long term gains
- You choose which talented individuals you wish to offer a permanent position

Training for existing staff

As well as training new talent, we can offer certified courses to your existing teams which are run in tandem with the new participants. We also have experience creating e-learning courses using platform specific courses that are frequently updated.

Bench

We also provide a bench, should our clients need resources in a hurry. The bench consists of experienced mentors, and late stage **Wiser Tribes** students, who can stand up a team at short notice and be back-filled when appropriate. This enables our clients to commit to new project work at short notice to service their end users, demonstrating a higher level of service and more work.

Our approach

Our students receive up to 8 weeks off-site training and 4 weeks on-site, after they have been interviewed and accepted. We believe getting them on-site, shadowing a mentor, is

the most effective way of training. This takes the pressure off your own staff, letting them concentrate on their own project deliverables while increasing team morale making the on-boarding process less time critical.

Our aim is to produce productive students faster so that we can respond to your needs and deliver better digital transformation, more cost effectively.

We embed experienced mentors on your site, who work alongside our placements. The mentors perform project work, to ensure we have visibility of your ways of working and candidate needs. This combination of mentors and candidates means we can ensure resources are operating at a higher level, faster than most academies can provide.

In addition to the core skills each participant will need for the specific role they are training for, we also ensure, through mentoring and workshops, that they have the generic professional skills and behaviours you would expect from high calibre candidates in this field, such as:

- Flexibility
- Adaptability
- Teamwork and leadership
- Work ethic
- Accountability
- Resilience
- Problem-solving skills
- Effective communication

Our Services

Our experienced mentors can cover:

- Agile frameworks, such as Scrum or Kanban
- Product Management
- Business Analysis
- Content Design
- Interaction Design
- User Research
- Service Design

We already have the skills and proven delivery record. This enables us to work with candidates who may need more help or encouragement to place successfully, something that can be transformative to people's lives.

We are committed to sourcing candidates that align with our clients' ambitions:

- Local economy
- Returning to work
- Disadvantaged backgrounds
- Women in IT
- Minority representation
- Retraining or transferring skills

We will discuss with you what you need us to fulfil and we will resource it. Since our mentors are already very experienced in actually "doing" the digital transformation work, not just training in theory, we can fast track candidates from the niche resource communities and spend more time and support than they would normally enjoy from traditional academies.

Costs

Junior candidate rate - £250 per day
Intermediate candidate rate - £400 per day
Founder or Mentor rate - from £700 per day

This includes the cost of all training, expenses whilst on your site, mentoring and management. If at the end of the agreed period you wish to offer some or all of the participants a permanent role within your organisation, there is no additional cost. If you do not wish to offer them a role they remain employees of **Wiser Tribes**.

Our clients

Our public and private sector clients:

DWP
DfE
ESFA
HMRC
NHS Digital
Ofqual
Ascend Learning
Birmingham Airport
Bentley Motors
British Gas
BT
Camelot (National Lottery)
Capgemini
Centrica
Computacentre
EE
Ernst & Young
FedEx
HP
HSBC
Jaguar LandRover
Orange
Pertemps
Promethean
Rolls Royce
Santander
Tarmac
TNT
Vodafone
France Telecom