

# G-Cloud 15 Service Description



Employee Lifecycle & Development

## Employee Lifecycle & Development

Methods' Employee Lifecycle and Development service is designed to gain a full understanding of the current and prospective employees of your organisation. It helps identify key opportunities to improve recruitment, retention, employee experience and development. It focuses on how people are attracted to, join and develop within your organisation.

## What is the Service

Methods' Employee Lifecycle and Development discovery and analysis is designed to gain a full understanding of the current experience of employees within your organisation and of potential recruitment candidates. Using direct feedback through interviews, workshops and surveys we represent the current state experience and define redesign principles that will guide the design of the desired future state experience.

The service includes the production of Rich Picture documentation which demonstrates the feedback from all levels of the organisation. A/B Analysis captures how different roles within the organisation interact and where there are mis-matches in expectations or roles and responsibilities.

Modelling of roles is undertaken to understand where there is the most movement in, out or between roles.

Key findings and themes are identified and played back to inform decision making with practical next steps to deliver the future state experience. Recommendations are designed to be integrated into existing strategies, policies and processes.

## What can it do for you

The Employee Lifecycle and Development service will deliver a full review to assess your current employee lifecycle and development approach. It helps identify key opportunities to improve recruitment, retention, employee experience and development. It focuses on how people are attracted to, join and develop within your organisation.

It helps you to develop targeted campaigns to ensure key talent is attracted to the organisation. It defines clear and realistic expectations of the roles to be undertaken and matches organisational objectives to the expectations of the roles.

We help you to develop clear development pathways and support for colleagues alongside a culture that promotes and supports sharing of best practice. We baseline your approach with similar sized organisations within your sector and share knowledge to help you take advantage of best practice from elsewhere.

## Service Features

1. Direct feedback from all key roles in scope
2. Use of interviews, workshops and interviews to gather insights
3. Board and Leadership Teams engaged to ensure strategic alignment
4. Objective assessment of current approach
5. Specialist insight and clear articulation of what works for employees
6. Key findings, themes and practical recommendations captured in Discovery report
7. Identification, analysis and prioritisation of areas for improvement
8. Co-design of target approach to ensure fitness for purpose
9. Clear action plans and achievable roadmap to reach target approach

## Service Benefits

1. Experienced SME consultants with applicable lifecycle and development experience
2. Approach based on best practice and experience of comparable organisations
3. Clear, achievable action plan to implement the change required
4. Alignment of actions within existing HR and organisational strategies
5. Reduction in costs associated with employee turnover
6. Increased employee engagement and retention
7. Increased internal skill development and improved career pathways
8. Targeted campaigns increasing attractiveness of organisation to required talent
9. Realistic role expectations aligned to organisational objectives
10. Key enabler for effective culture change

## Contact details

# End-to-end transformation and innovation experts

Applying our skills in innovation and collaboration from across the Methods Group, to deliver end-to-end business and technical solutions that are people-centred, safe, and designed for the future.

Methods provide collaborative and innovative solutions to help Central Government adapt to the changing landscape and deliver better outcomes for citizens.

With a focus on driving interoperability and innovation in UK Central Government, we have helped multiple organisations in the sector modernise their IT architecture, systems, strategy, and operating models to improve organisational resilience and service delivery.

Methods deliver wide-ranging services and thought leadership to support delivery including:



# Onboarding and offboarding process



## Ordering and Invoicing

Once we have agreed a Statement of Work(s) we will sign the appropriate agreement and complete a Call Off contract with an attached Statement of Work(s), and submission of a Purchase Order. We will then set up a mutually acceptable start date and commence work.

Payment terms are 30 days or less as may be agreed.

Please note - we are unable to accept Government Procurement Card (GPC) payments.



## Customer Responsibilities

For any given requirement, we will identify any dependencies on the customer (e.g. access to key stakeholders, facilities, documentation, etc.) and agree these at the start of the work.

# Making a difference

The work we do each day is focused on delivering a positive difference for the public sector for the benefit of society as a whole.



# Customer stories



**Cloud Hosting & Service Modernisation**  
Modernised digital services using secure cloud hosting, streamlined legacy workflows, and improved data insights. Delivered faster decisions, reduced manual effort, and a more transparent, **user-friendly experience** for internal teams and external users.



**Cloud-Based ITSM Consolidation**  
Unified multiple service desks onto a cloud-based ITSM platform, standardising processes and automating workflows. Improved incident, change, and problem management, **boosting overall service reliability, efficiency, and organisational visibility.**



**Large-Scale Cloud Migration (100+ Apps / 120TB)**  
Delivered cloud migration of **100+ legacy applications** and **120TB of data** with **100% availability.** Strengthened compliance, improved transparency, and significantly enhanced operational resilience across critical digital services.



**Azure Migration & Modern Workplace Enablement**  
Migrated data centres to Azure and deployed modern workplace cloud services, delivering secure, scalable infrastructure. Achieved improved user experience, strengthened security posture, and **£1m savings** - all with zero service disruption.



**Cloud ITSM Migration (ServiceNow SaaS)**  
Successfully migrated from a legacy ITSM tool to a modern, cloud-based ServiceNow platform. Delivered scalable, robust service operations, strengthened governance, and enabled faster, more consistent digital service delivery across the organisation.



**Cloud-Native Data Pipelines (Azure Integration)**  
Built automated Azure Data Factory pipelines into a Lakehouse architecture, using Bronze/Silver/Gold layers and Delta with CI/CD. Delivered secure daily refreshes, improved data quality, lower manual effort, and more efficient reporting.