

Service Description

People Strategy

SUBMITTED BY

NORTH HIGHLAND®

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CONTENT



SERVICE OVERVIEW

Our transformation experts support your cloud offerings by aligning your People Strategy to organisational strategy and objectives. Using collaborative design, we work with you to prioritise programmes and initiatives to deliver against the strategy and align your leaders to own delivery against the strategy.

FEATURES

1. Qualitative research: Review internal strategy documents, interviews, focus groups, workshops
2. Quantitative research: surveys, firm data
3. External research: market conditions, trend analysis
4. Challenge and opportunity identification
5. Vision and strategic objective definition
6. Strategy definition
7. Recommendations and suggested work packages
8. Road mapping and prioritisation to support strategic objectives

BENEFITS

1. Unite leadership behind a common vision
2. Rapid strategy identification and validation (weeks not months)
3. Close alignment to business strategy
4. Actionable recommendations, founded on a rigorous approach
5. Collaborative approaches to ensure the organisation retains ownership
6. Clarity on skills and capabilities of your HR function

SERVICE DESCRIPTION

We ensure that your People Strategy is closely aligned with the Business Strategy and priorities. We use our Future of HR thought leadership to stretch and challenge ways of working in HR. Our approach is collaborative so there is buy-in from the start, and comprises the following stages:

Discover

Gather needs from your stakeholders, starting with leaders

Using a combination of desktop research using data and interviews, we will identify areas of focus for your people strategy.

During this phase we will facilitate a 'Future of Work' workshop to bring external insights and stretch thinking.

Design

Develop key components of your People Strategy

Using the outputs from the 'Discover' phase we will co-create a draft People Strategy.

We will involve both the HR Leadership and representatives from the HR team.

Test & Learn

Use your stakeholder group to test your People Strategy and adjust

Testing the draft People Strategy with business stakeholders and representatives to learn and iterate.

This will provide insight into what our stakeholders want to see as we progress and define metrics to measure.

Align & Engage

Bring the People Strategy to life

Working with you to develop a roadmap to deliver on the People Strategy.

Equip the HR function with the People Strategy and 'storyline' to socialise the strategy with the business.

ABOUT NORTH HIGHLAND

North Highland is a leading change and transformation consultancy, helping organisations transform with people at the heart of every decision. Our talented teams partner with clients to navigate their most complex, high-priority, and urgent challenges. With every engagement, we make change happen, helping organisations across the public sector transform.

We support clients as they improve efficiency and productivity, modernise data and technology, and build and advance new capabilities that fuel growth and competitive differentiation. We also implement, manage and drive adoption of it all, ensuring successful translation of strategy to day-to-day operations.

North Highland offers an unblemished record of delivering leading expertise across industries, as shown by the numerous awards and accolades we have received in recent years from Forrester, Gartner, ALM and other highly regarded organisations. Firmwide, 94% of North Highland's business is with repeat clients – a testament to the high quality of our services.

ORDERING, INVOICING & TERMINATION

Our Master Services Agreement (MSA) contains our standard terms, and we start work when we have a Statement of Work signed by both parties, on a mutually acceptable date. Invoicing is monthly in arrears, unless agreed otherwise and either party may terminate a Statement of Work or the MSA in accordance with the usual terms set out in the MSA.

GET IN TOUCH



We have a frameworks office that monitors correspondence for G-Cloud opportunities.

They can be reached directly at nhuk.frameworks@northhighland.com



You can reach us on the phone at **+44.020.7081.2544**

Please ask for the Strategic Proposals Team who will be able to deal with your enquiry directly or put you in touch with the right person to discuss your requirements.



Write, or come and visit us at our London office:

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