

Developing a Talent Strategy & Building HR Capability

CASE STUDY

LEADING SENIOR LIVING SOLUTIONS ORGANIZATION

SNAPSHOT:

THE ORGANIZATION

- Nursing and Senior Residential Care
- 80,000 employees

LENGTH OF PROJECT

- 4-5 months

OUR EXPERTISE

- HR Effectiveness
- HR Strategy Development

OUR TEAM

- 3 Consultants

THE CONTEXT:

Our client sought to refresh its corporate strategy, which also required a redefinition of its people strategy and HR functional plan. HR's role in the organization had become increasingly strategic with the creation of a Chief People Officer (CPO) position. BPI group partnered with the CPO, HR leadership team, and other business leaders to develop a people strategy that fully supported talent needs in conjunction with the overall business strategy.

OUR APPROACH:

BPI group interviewed key stakeholders in the C-Suite and other areas about the business strategy and talent requirements, strengths, and gaps. We:

- Supported the CPO to partner with leadership to better articulate the priorities and create a streamlined strategy, then validate it with key stakeholders to ensure alignment and buy-in
- Facilitated working sessions with the CPO and HR leadership team to develop the people strategy, including overall priorities, objectives and success metrics, along with high-level initiatives
- Enhanced the HR team's strategic capability through education on strategic planning best practices
- Provided ongoing counsel to the CPO on business partnering, strategic planning and HR effectiveness

RESULTS:

- Greater clarity around the overall business priorities
- Full alignment of people strategy with organizational strategy; leadership buy-in and support
- CPO and HR team better positioned as strategic business partners to support the organization
- HR team was well prepared to develop their detailed functional operating plan to drive the new people strategy forward



The Global Leadership,
Talent & Transition Experts

Connect with us today. We're here to listen.

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