



# Constructing people capabilities for strategic success at a government company

## The challenge

The non-executive board of directors of a government organisation challenged the leadership team to identify the people skills to deliver long-term return on investment.

The ask was to identify the most critical people capabilities that over 6,000 colleagues would need to demonstrate to deliver a strategic mandate.

Their work transcended building and maintaining infrastructure. Their success would positively impact the entire population, social, environmental and economic prosperity.

The CEO and CPO entrusted Peoplewise to partner with them to uncover demonstrable skills tailored to different employee levels that would be woven into their employee value proposition.

## The approach




We submerged ourselves in their organisation and their world. We scoured through strategies, policies, and balance-sheets. We supplemented this with deep research into their industry, environment, competitors, current and future trends.

We used psychological methods to interview leaders and subject matter experts from across the organisation. We conducted thematic analysis on all of this data to create an evidence-based future people capabilities framework.

We built a supportive partnership with the people team to equip them with the capabilities to do strategic workforce planning in the future. We used the client's tone of voice to communicate our findings, so that the population of more than 6,000 colleagues understood what the future skills requirements were and what opportunities this might offer them.



## The impact

-  A practical and strategic people framework with clear descriptions of the required skills for 6,000 employees
-  Easy to implement guidance on how these skills could be recruited and developed
-  An up-skilled internal people team with the capability to carry out future work autonomously

*"This project is invaluable in helping our organisation ensure we select and develop our people with the skills they need to be successful in the future and deliver our strategic aims."*

**Government Organisation CEO**

Peoplewise is an award-winning business psychology consultancy specialising in assessing potential, developing leaders and transforming business.

