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☐ Transform

# Nourishing organic talent pipelines at a renewable energy firm



## The challenge

Going into the next phase of its evolution, a renewable energy company wanted to identify the future people capabilities to deliver sustainable growth, combat climate change and create a net zero future.

This was not about skills for today. This was skills for the future that would help them navigate the volatile, uncertain, complex and ambiguous trading environment and deliver purpose and profit simultaneously.

## The approach

Submersion. In their business, culture, industry and ambitions. We used psychological and analytical means to understand their business' micro and macro-level challenges and aims. We started with deep-insight interviews of colleagues from across their business to identify their ideal future path and the building blocks to get them there. Quick.

Following the exploration phase, we surveyed every member of the organisation to validate our findings using a 180-degree method. We needed every single person on the journey and nobody feeling left behind.

The client was now in possession of a strategic people capability framework that was described in their own language and terminology that resonated with the entire business. We provided an analysis of the prevalence, importance and gaps for each capability. Our partnership model meant that internal teams felt ownership and accountability.

## The impact

⭐ A strategic people capability framework that informed the business and people strategies

⭐ Data-driven insights that fed and enhanced strategic workforce planning decisions

⭐ The creation of behavioural expectations for potential and current employees at all career levels

*"Peoplewise have been a true partner and played a critical role in helping understand the future people capabilities to realise our growth potential and deliver our purpose."*

**HR Leader at the company**

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

CMI    CIPD    ilm    ICF International Coaching Federation    The British Psychological Society