



Transform

Can your **people** get you there?

How to measurably close the gap
between people performance and
business strategy.

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Transforming in challenging times

To achieve your ambitions as a business, you must attract, engage and retain the right talent. But in today's unpredictable and fast-changing world, this is easier said than done.

- ☆ Is low engagement or wellbeing stunting team performance?
- ☆ Is your workforce creaking under the pressure of growth they can't keep up with?
- ☆ Has an organisational change left individuals questioning their place in the new entity?
- ☆ Are you planning an M&A transaction and need support with the cultural and talent integration?



At Peoplewise, these are problems we can help you solve.



Don't leave change to chance

As an award-winning business psychology consultancy, we are experts in transforming human behaviour in the workplace.

We work as a strategic partner. Combining our best practice with your organisational insight, we co-create psychology-based solutions that accelerate your transformation goals.

Why Peoplewise?

Robust psychological research

Everything we do is built on a solid foundation of unmatched scientific rigour. Our evidence-based and data-driven approach means that we help you reduce risk and make smarter talent and business decisions.

User-friendly technologies

Our smart and scalable digital platforms modernise your systems for the new working world. With customisable content, intuitive user experiences and powerful analytics, we give you the high-quality tools to take your organisation further.

Practical business insights

Bringing together years of industry experience with sophisticated data analytics, we work with you to measure and optimise everything that matters so that you can improve return on investment and demonstrate real-world impact.



Leading research and university partners

We partner with the world's leading universities to deliver solutions and apply the latest research ideas for business success.



Award-winning solutions





Real business results

“Embarking on a five-year strategic partnership with Peoplewise has been hugely valuable, both in terms of cost savings and value to our business. Peoplewise consultants are always a pleasure to work with and provide a responsive and quality service that is second to none. Their in-depth knowledge of our business, combined with their exceptional knowledge and expertise, has enabled us to define our talent strategy and accelerate business growth through our people.”

**Group HR Director,
Professional services sector**

“Through thoughtful planning and sensitive implementation, and above all, consultation with the people affected by the impending change, Peoplewise was able to leverage opportunities to deliver the critical shift in hearts and mindset that was needed. As an example, when employees were at their most fearful, Peoplewise implemented a communication programme that delivered 10 times more points of contact than we would have thought to do – and it worked!”

VP, Oil and gas sector



Building your Talent Blueprint™

Your organisation is an ecosystem. When you have the right people in the right roles doing the right things, **that system is in flow and your organisation can thrive.** But when flow is blocked, even the best strategies can fail.

Talent Blueprint is our systematic approach to transforming businesses through building:

- *change-ready cultures*
- *strategic organisational capabilities*
- *high-performing teams*

Building your organisation's unique Talent Blueprint will achieve organisational flow and measurably close the gap between people performance and business strategy.

How we can help

At one point or another – whether through poor business integration, low engagement, unclear goals or strategic capability shortages – organisations can find themselves performing well below where they should be. This is where our Talent Blueprint methodology can help. Our systematic approach will initially diagnose the root cause – typically, blocked flow in one or more of these areas:

Organisational culture

The environment is preventing people from thriving

Organisational capability

Critical strategic capabilities are missing

Team performance

Teams are not performing to their potential

Your Talent Blueprint clarifies exactly where the problems are and how to fix them.

What we do



Create positive, change-ready cultures



Identify and build strategic capabilities



Develop high-performing teams

Whether you need a focused intervention or support across all areas, we'll make sure you set, assess and reach your transformation goals.

How we work with you



Discover

how people systems support your strategic organisational goals



Diagnose

the blockages holding your organisation back



Deliver

the right interventions to solve these problems



Measure

success and business impact



Optimise

interventions to accelerate transformation

01

Organisational culture

If you are engaged in M&A activity and looking to align cultures, or experiencing challenges with employee engagement, well being or turnover, culture may be the root of the problem.

In times of change, it is especially critical that your workplace culture is one that people want to be part of and that engenders the right mindsets and behaviours to realise your strategy.



ORGANISATIONAL CULTURE

How we create change-ready cultures

Our culture model – **7 Pillars of Positive Change™** – is one we have refined through decades of robust research and proven business practice.

Positive Change indicates people's ability – individually and collectively – to thrive (not just survive) in disruptive and challenging environments. It consists of seven pillars. When all seven pillars are in flow, people engage with change positively to facilitate a highly adaptive organisation that is fit for strategic transformation.



ORGANISATIONAL CULTURE

What we offer



Cultural audits

We conduct reliable research to understand the current “way things are done around here”, including your specific enablers and blockers of positive change.



Culture gap analysis

Our diagnostics and reports highlight the gaps between actual and optimal culture and include expert recommendations for how to spark and sustain the change that’s needed.



Culture strategy

We collaborate with senior teams to define strategic direction and identify the collective vision, values, mindsets and behaviours required to shape the desired culture.



Cultural integration

Using evidence-based psychology as our foundation, we unite teams by building a shared understanding of who they are, what they stand for and what makes them distinct, creating one team and one vision.



Engagement programmes

From communication cascades to change-ready workshops, we use tried-and-tested methods to engage people at all levels in cultural transformation.



Engage: employee pulse survey tool

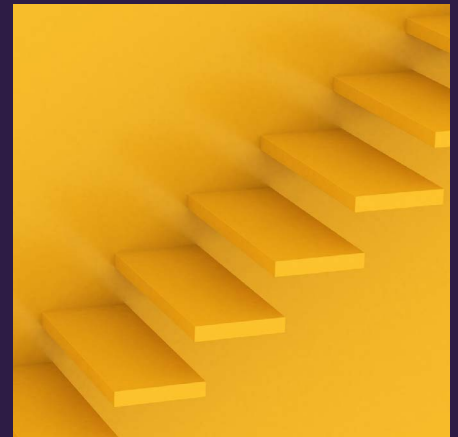
Gain instant feedback from across the business on how well employees are living the values and embedding target behaviours. Use the data insights to continually optimise, improve and evidence the effectiveness of cultural transformation initiatives.

02

Organisational capability

If you have a clear business strategy and vision for the future, what knowledge, skills and behaviours does your organisation need to achieve them?

These strategic capabilities should form the building blocks of your HR ecosystem, from workforce planning to hiring and investment decisions – starting now.



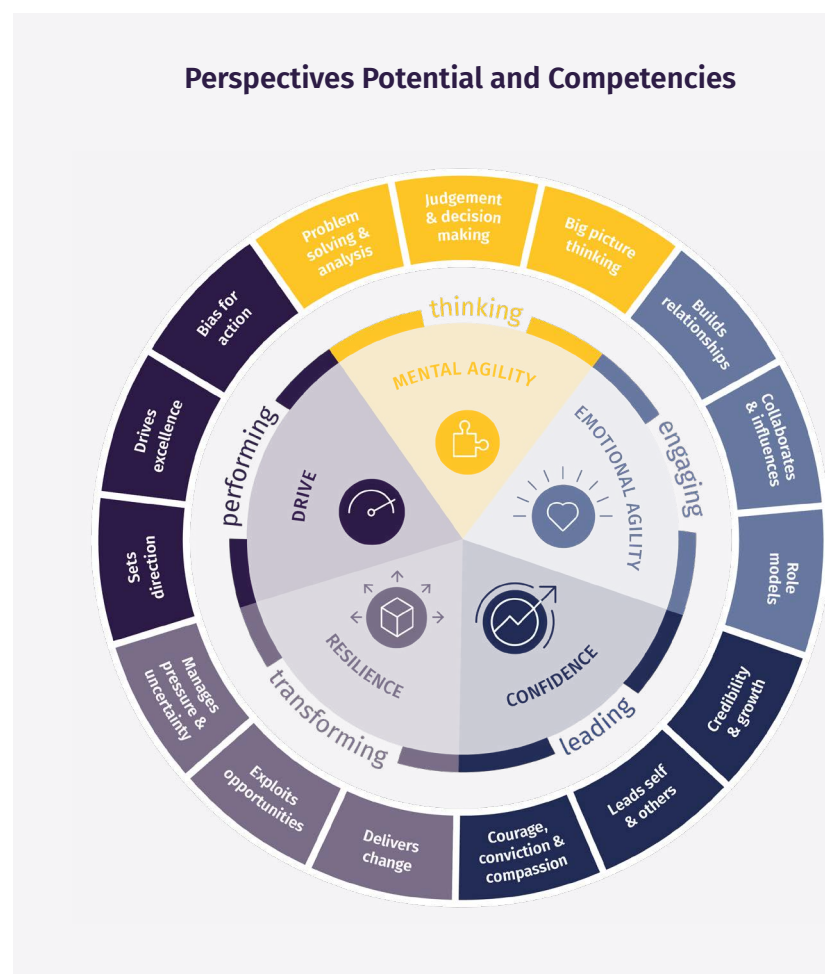
ORGANISATIONAL CAPABILITY

How we build strategic organisational capability

We can work with you to identify the specific strategic capabilities you need to succeed and benchmark them using our globally validated Perspectives Leadership and Talent (PLT) Model.

Based on our years of experience and research, we have identified the five critical psychological capabilities (inner circle) and five behavioural capabilities (outer circle) that consistently predict leadership success at all levels of an organisation. Together these represent the Potential and Competencies domains of our Perspectives Leadership and Talent (PLT) Model.

Our core leadership development offering targets the development of each domain capability. Used by itself or mapped against your existing capabilities model, it offers a powerful framework for your strategic talent development.



ORGANISATIONAL CAPABILITY

What we offer



Defining and developing organisational capability

Through exhaustive internal and external discovery, we identify the future strategic capabilities your organisation will need to succeed.



Capabilities benchmarking

We map your existing capabilities and frameworks against our globally validated benchmark, Perspectives.



Capabilities gap analysis

Our research-led psychometrics, assessment centres and analytics tools assess current talent against these capabilities to determine where to focus efforts.



Capabilities integration

We co-create a plan to successfully implement and embed these strategic capabilities into your HR ecosystem, including strategic workforce planning, recruitment, learning and development, succession planning and talent development.



Measurement and optimisation tools

Through our talent management platform (Enable) and employee pulse survey tool (Engage), we provide real-time data to track performance, inform decisions and quantify business impact.

03

Team performance

Few things can derail businesses like dysfunctional or disengaged teams. High-performing teams, on the other hand, are the lifeblood of successful organisations.

We work with teams to understand and strengthen relationships, align individuals to strategic goals, accelerate performance and energise transformation.



TEAM PERFORMANCE

How we enable growth through team coaching

Coaching is personal. It's about connecting in deeply meaningful ways. It's natural for it to touch on beliefs, self-doubt, mindsets, perspectives, values, behaviours and the person's life. That's why how we coach is so important.

Our STAR coaching approach brings shape and focus to our team coaching and encourages self-reflection, exploration and experimentation to address entrenched thoughts, behaviours and emotions that hold people back. Our coaches create the right conditions for identifying meaning, generating strategic alternative realities and building commitment for action.



TEAM PERFORMANCE

What we offer

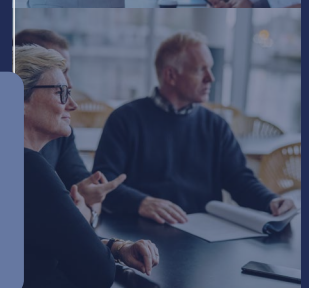
Team coaching

Improve collective performance and find strength in a team's unique dynamics through team coaching.

This coaching is ideal for:

- Helping teams to develop strategy and share their vision
- Supporting team integrations
- Identifying team performance issues and strategies with actions for optimisation
- Enhancing understanding between team members and team dynamics
- Identifying team strengths, risks and leverage points to enhance performance
- Building positive, change-ready team cultures

Team coaching provides protection and inspiration for better working, connectedness and impact.



TEAM PERFORMANCE

Team coaching solutions

We offer flexible team coaching solutions and our most popular are half-day or full-day off-sites. We use a number of our proprietary tools, including our Influencing Styles Profiler, DISC Personality Profiler and Positive Resilience Profiler, to deliver high-energy, deep-insight team workshops.

What a team workshop could look like:

Defining our high-performing team and creating team flow

- Setting the groundwork
- Building trust

Understanding different personality types and where I fit in

- This is our team
- Know thyself, know thy teammate

Strengthening team relationships and how we work together

- Building a more cohesive team culture
- Strategies, action planning and commitments



Fully accredited coaches. Proven STAR approach.





We can take you further

Assess

Our research-led psychometric, assessment and analytics tools reliably measure people's capabilities and predict their potential, so that you can make better hiring and investment decisions.

Develop

Our leadership development, personal effectiveness and executive coaching programmes equip every person to achieve their potential and perform at their best, so that you can build a stronger business with home-grown talent.

Coach

Our one-to-one coaching programmes accelerate growth in a range of leadership contexts, from executive coaching and high-potential development to performance improvement and leading through times of change.

Let's talk

Are you ready to transform
your business the right way?
Contact us to get started.

EMAIL

letushelp@peoplewise.co.uk

PHONE

+44 (0) 204 503 9442

FIND OUT MORE

peoplewise.co.uk

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WHERE PSYCHOLOGY TRANSFORMS BUSINESS

Peoplewise is an award-winning business psychology consultancy specialising in strategic talent assessment, development and transformation.