People-enabled Strategy
- Analysis & Roadmap -

Business Case

As the Client's corporate ecosystem grows, M&A-driven, the achievement of business-specific and group-level competitive advantage entails attaining the full potential of game-changing assets. The market top growers invest 2.6x more in intangible resources than low growers, but success requires robust, integrated people strategic planning and execution.

Deliverables / Outcomes

- Producing a strategic analysis of people-related intangibles (enablers of the business strategy, 2-year plan)

- Summarising business challenges and how to address them (not included in this work sample)

- Mapping solutions and their prioritisation

- Key people objectives and their roadmap

Strategic Analysis (people-related intangibles)

Change Dynamics in Business Ecosystem

- ❖ **New business product mix breadth** (product1, product2, ...)

- ❖ **Multi-regulatory environment** (UK, EU, US)

- ❖ **Industry shift**

- ❖ **New markets** (US, Canada, Germany, ...)

- ❖ **Business strategic capabilities mix** (multiple, interlinked)

- ❖ **Talent scarcity** (acquisition, mobility, allocation, retention)

Opportunities/Strengths

- ❖ **Innovation (niche) power-house**

- ❖ **Growing role of product1 within the sector**

- ❖ **Scientific excellence**

- ❖ **Partnerships** (build and optimization)

- ❖ **Global reach**

- ❖ **Programme management competence**

Challenges (Themes)

- ❖ **Change Management**

- ❖ **Knowledge Management**

- ❖ **Strategic Workforce Planning**

- ❖ **Capability-based Talent Management**

- ❖ **Employer Value Proposition**

- ❖ **Quality & Agile Mindset**

- ❖ **Cultural Diversity (Business1/Business2)**

(Challenges' specificities and individualised analysis are not included in this work sample)

Potential Solutions and Advisory

Solutions

A. **Providing a business–agnostic, Strategic Workforce Planning AI Engine for Capability-based Talent Management**

B. **Enhancing the talent integration between People BPs / Talent CoE / Comms / Change**

C. **Deploying change management-focused soft-skills development**

D. **Establishing a Business2 culture acceleration roadmap**

E. **Implementing a Business1/Business2 knowledge-sharing model & UX**

F. **Enhancing Business1 EVP for optimal talent attraction, retention and culture**

Prioritisation overview
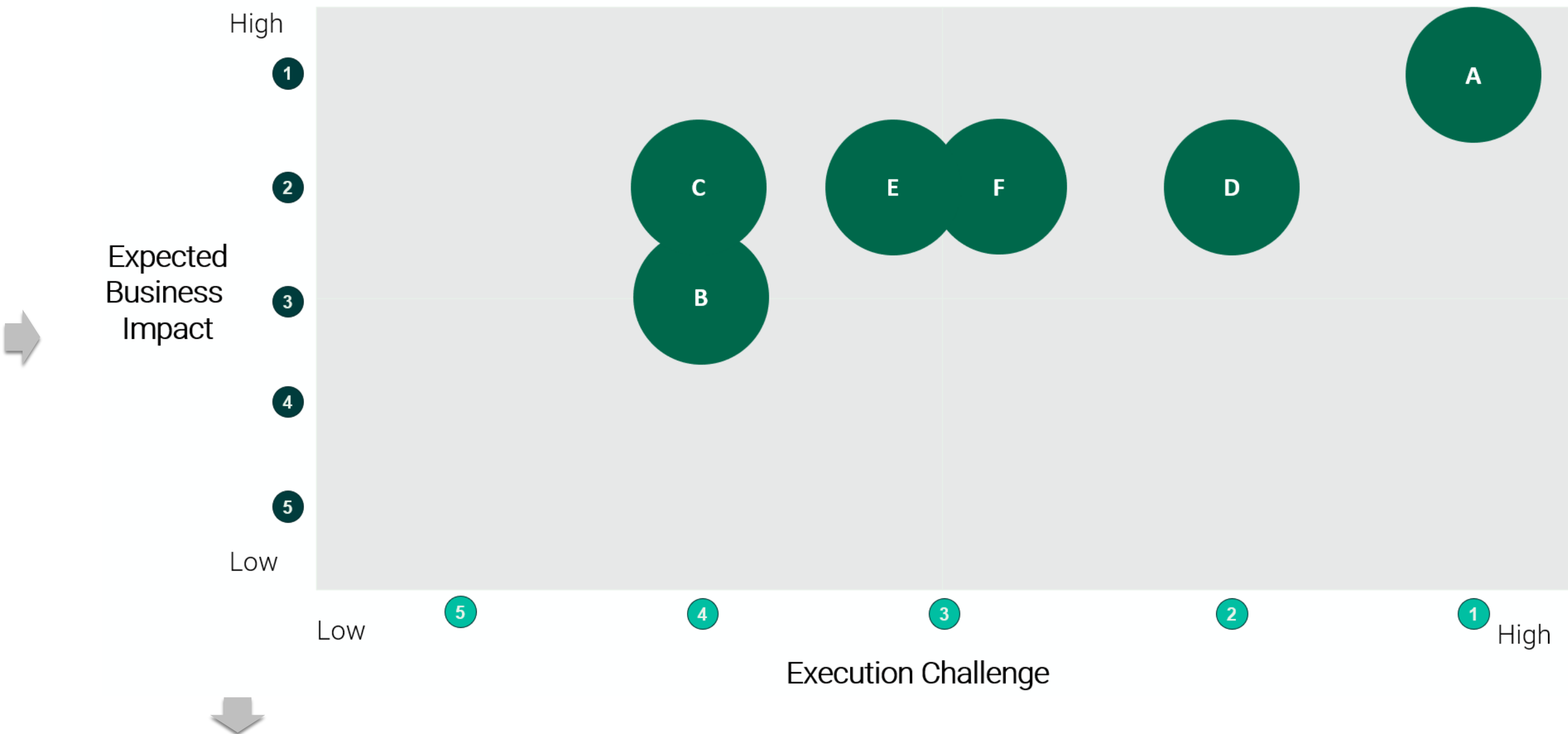
Advisory

❖ **C/E/F: valuable quick-wins - design & deployment Year1**

❖ **D: planning phase Q4/Year1; continuous deployment throughout Year2**

❖ **A: ROI decision required; on "Go", estimated pre work, planning & development S1/Year2, pilots and go-live S2/Year2, tbc w/ solution provider**

❖ **B: rolling initiative (processes, stakeholder mgmt.), adaptive timeline**

(Solutions were developed mostly with in-house capacity (except for 'A'), thus no references to budget requirements)

People Strategy Roadmap

Current year, Q4	Year 1	Year2

■ **Deploying change management-focused soft-skills development (C)**
- ✓ Project1
- ✓ Project2

■■ **Providing a business–agnostic, strategic workforce planning AI engine for Capability-based Talent Management**
- ✓ Project10
- ✓ Project11
- ✓ Project12

■ **Implementing a Business1/Business2 knowledge-sharing model & UX**
- ✓ Project3
- ✓ Project4

■ **Establishing a Business2 culture acceleration roadmap**
- ✓ Project8
- ✓ Project9

■ **Enhancing Business1 EVP for optimal talent attraction, retention and culture**
- ✓ Project5

■ **Enhancing the talent integration between People BPs / Talent CoE / Comms / Change**
- ✓ Project6
- ✓ Project7

KPIs

Target1   (Year1 main targets)
- ➢ xxxxxxxxx

Target2
- ➢ xxxxxxxxx

Target3
- ➢ xxxxxxxxx

Target4
- ➢ xxxxxxxxx

(Simplified version; some data segments were omitted for confidentiality purposes)   4