

Right Person, Right Time, First Time:

CIPD Winners Best Talent Management Initiative 2021

Tim Craddock *(HR Director, Eastern Region)*

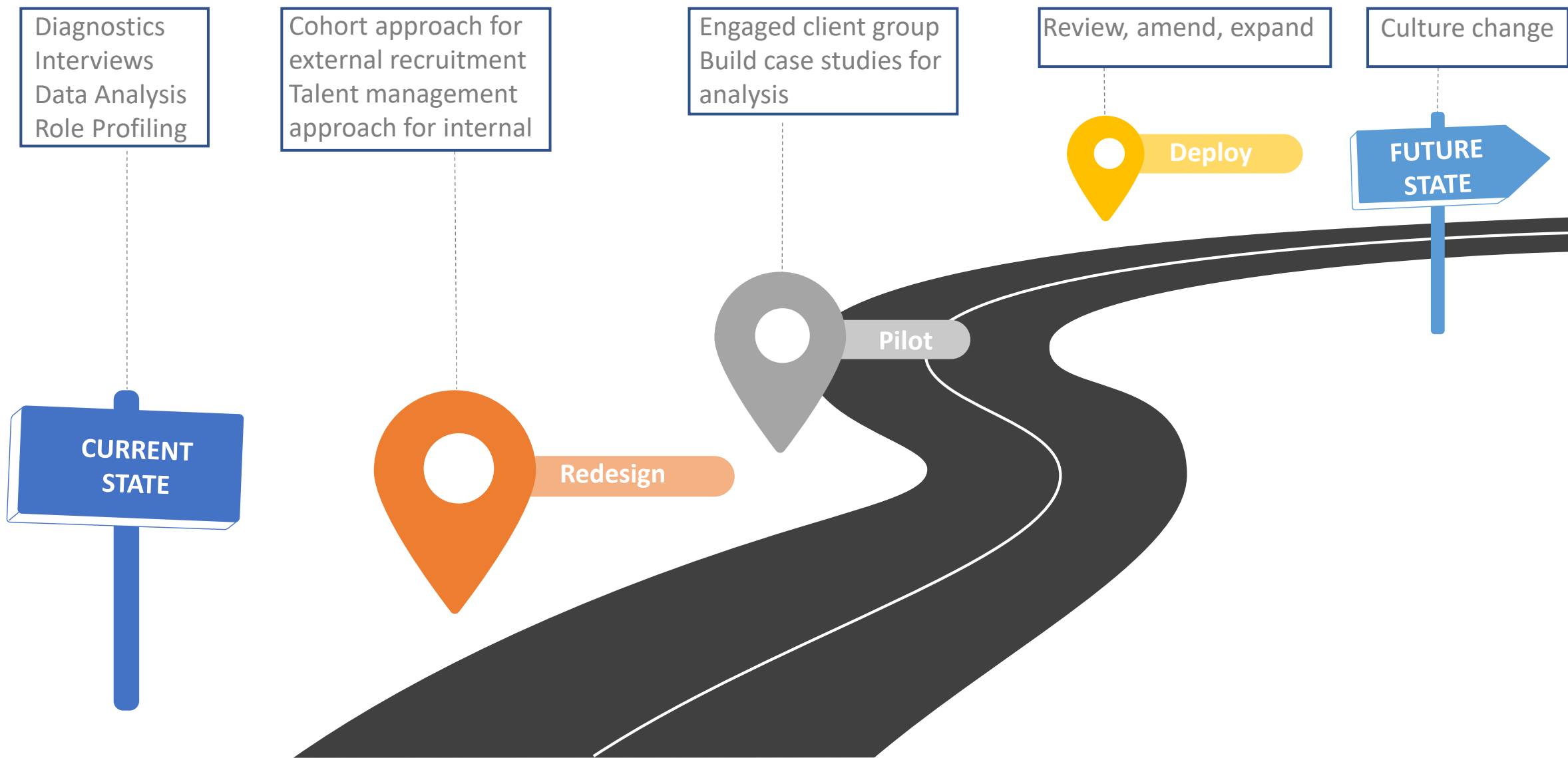
Zoe Roberts *(Talent Consultant)*

9th December 2022

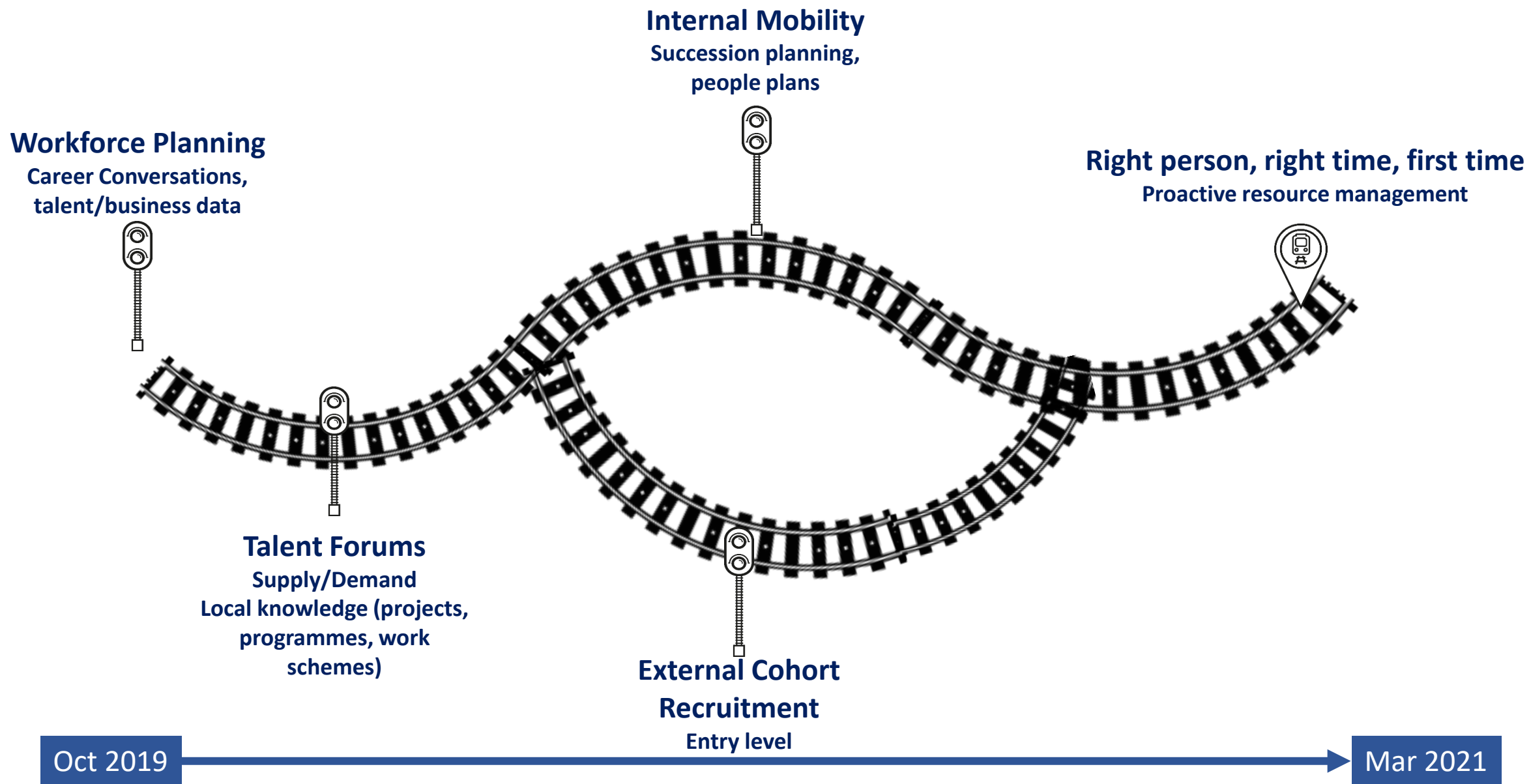


Empowering
talent

Signaller Intervention: An overview



Signaller Intervention: What we did



Signaller Intervention: Key enablers



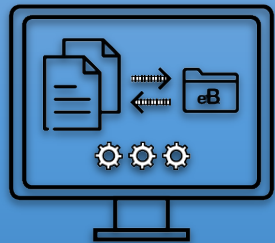
Approach

- Change management
- Collaborative
- Consultative



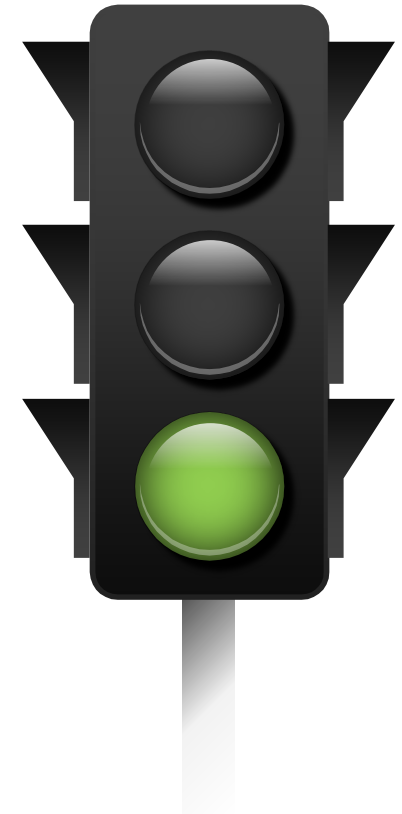
People

- Employees
- Line Managers
- Leadership
- HR
- Resourcing
- Finance
- Training



Resources

- Workforce planning tool
- Engaging communication resources



Signaller Intervention: Summary

From...

To...

Siloed

Holistic

Unsupported

Improved capability

Performance Focused

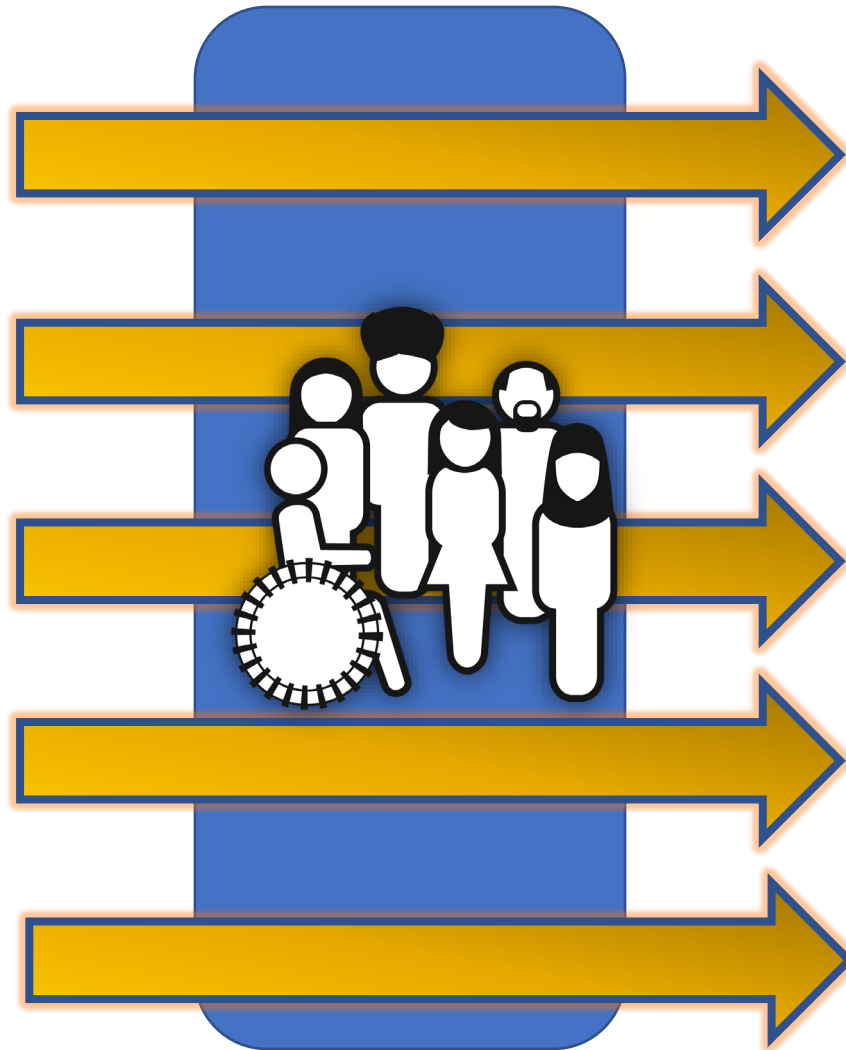
Development Focused

Intuition

Insights Driven

Reactive

Proactive



Signaller Intervention: What's next?

STEP 1 – Engage	STEP 2 - Scalability	STEP 3 - Transparency	FUTURE STATE MOBILITY
Share learnings and outputs	Scalable tech solution	Visible talent at all work levels	Matching people to opportunities
Engage with wider business	Resources available to all	Visible opportunities at all work levels	Future proof succession planning
Build strategy plan and business case	Enhance internal capability	Visible cross industry development opportunities	Increased employee engagement, satisfaction and retention



