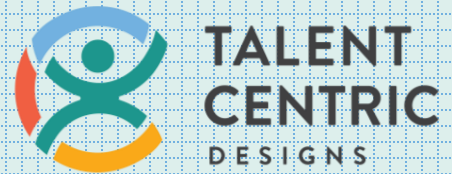


# CASE STUDY



## Client Info

Industry:  
ENGINEERING

Employee Size: 1500

HR Team Size: ~35

## PROJECT: Transform and Re-organize our HR Structure

**Primary Area of Practice:**    **Type of Engagement:**

- Attract & Acquire
- Learn & Grow
- Culture & Engagement
- HR Strategy & Structure

- Gap analysis
- Resource creation
- Advisory
- Facilitation

### The situation and need:

As HR had grown and the company needs evolved, the landscape of HR had not changed. It was clear that a different way of organizing and doing the work was needed, and so Angela was engaged to assess the needs as well as the strengths and capabilities of the current team and to recommend a new approach.

### Approach and techniques deployed:

- Research into the commonly accepted HR operating models
- Facilitated sessions with HR leadership team to walk them through the case for change and ensure sponsorship
- Facilitated discussions with each intact team in HR to understand current roles and future aspirations
- Surveys and scorecards to assess and analyze needs

### Key output and impact:

Angela first ensured full understanding of the landscape by getting HR leadership on board with the [case for change](#) as well as defining the priorities and urgencies involved in that change, and then by [assessing the current roles and strengths](#) of all team members, as well as desired aspirations. She also coached the HR Business Partner team on how to assess the [voice of the client](#) with a designed survey of key leaders on their interactions with the HR team.

Utilizing all this output plus scorecards, she helped the HR leadership team gain agreement on approaches needed to move the organization forward into a more agile and strength-based approach while also helping them gain clarity on what work was being done and by whom across the talent lifecycle. Angela designed several potential models and walked the HR leadership team through various options of re-organizing how the work was done and [laid out a roadmap](#) for them so that they could direct the final implementation of change on their teams.

“Angela has helped us evaluate, assess and redesign our HR Operating model in a way that positions us for continued growth through strategic HR. Angela brings exceptional value to our culture work.” - RC, Chief People Officer

“We’ve been able to identify who we’re looking to become and how we want to operate, and Angela’s partnership was very valuable to the effort. She exceeded expectations.” - KM, VP of HR