

PROJECT OVERVIEW

A Large Telecommunications Company



A subsidiary of General Physics (UK) Ltd
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Getting HR roles to work together - a large group event

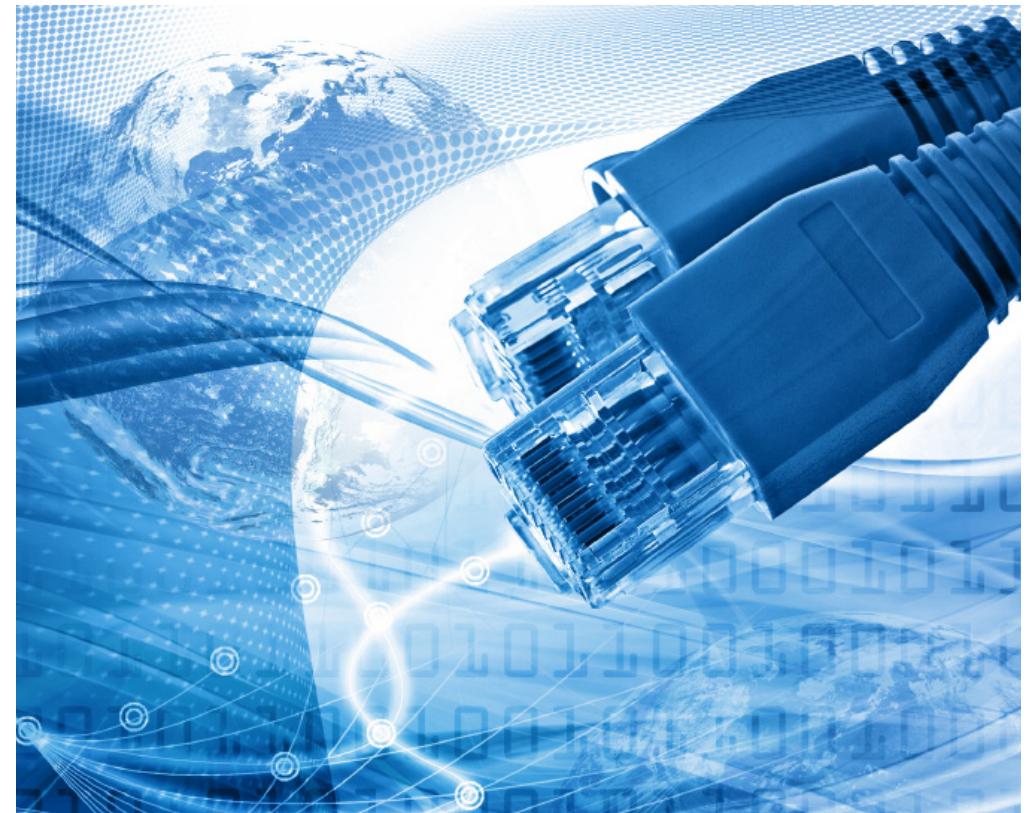
One of Bath Consultancy Group's global clients found that there was a challenge in the making the global HR model of Business partners, operational HR and specialist support work in the home country where over 40% of the staff were based at HQ.

The interfaces between roles and the collaboration between roles needed to improve. A year on from the introduction of the new HR model, BCG facilitated a 100 person conference where all the HR roles were present, and helped them build from what was working, and understand why this worked, as well as identifying the difficulties.

Results from the conference included a minimum framework for meeting and collaborating; job rotation to improve career development; a clearer road map for HR; and a better understanding of how to manage boundary issues with management teams.

People valued the open discussion that was instigated between different parts of HR with all HR parts under the same roof at the same time understanding/knowing each other's roles better. The conference also provided an excellent opportunity for people to meet colleagues, to hear issues and to start to understand how to resolve them.

For the business partners there was a 'letting go' of operational roles; trusting colleagues to take them on, and understanding how they could work together and agree boundaries on their respective roles.



Please contact us on **+44 (0)1225 520866** or email office@bathconsultancygroup.com if you would like to find out more. We would welcome a conversation with you.