

DEVELOPING PEOPLE STRATEGIES FOR THE FUTURE

CHANGE & DISRUPTION WILL INCREASE SIGNIFICANTLY

Organisations are facing [major disruption](#) (Tony Seba) in the coming years which will effect all organisations.

This will have a significant impact on people strategies as organisations upskill their leaders and teams to be able to meet the challenges head on.

L & D/OD/OE leaders are needing to equip their leaders with the **critical skills to be future-ready**.

Primeast works with organisations globally, supporting them in upgrading the **skills** AND **mindset** required to overcome the challenges they will face.



THE CRITICAL CHALLENGES WE HEAR

Managing productivity in a hybrid/remote working environment

Communication breakdowns in cross-cultural and complex teams

Working in diverse team environments – how to connect and engage successfully

Developing future leaders – vital succession planning

Large-scale disruption forcing change and adaptation

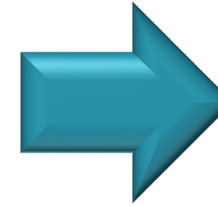
Stress and overwhelm affecting performance

Emotional intelligence & human skills – critical in the future

Noise - bombarded by communication and information

Developing outstanding leaders for today's VUCA world

Embracing change and agility at scale



IMPACT

- Lost productivity
- Eroding market share
- Low morale
- Stagnation
- Underperformance
- Missed potential for innovation & collaboration
- The 'great resignation'

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HOW WE ENGAGE WITH AND SUPPORT YOU

CONSULTING

- Establish terms & protocols
- Data-sharing, analysis, understand current situation/work to date
- Identify project stakeholders
- Agree project scope & specification
- Communications Strategy

ANALYSIS

- Project Kick-off - context, needs, policies, stakeholders & systems
- Review work to date, insights, data & any 3rd party consultation
- Project plan –outcomes, milestones, KPIs, assessments & diagnostics
- Investment Plan

DESIGN

- Consulting & collaboration with client
- Delivery strategy (who, what, when, where, how)
- Alignment to client policies, functions, systems, platforms & technologies
- Sign-off session outlines
- Agree evaluation plan

DEVELOPMENT

- Content development for sign-off
- Verify design against plan & strategy
- Induction of learning faculties – internal and external
- Programme manual with facilitator guides
- Project plan

IMPLEMENTATION

- Project administration
- Scheduling
- Logistics
- Operations
- Provision of additional resources
- Delivery

EVALUATION

- Outcomes focused
- Kirkpatrick system
- Regular review at every agreed level
- Feedback systems & check-ins for dynamic design
- Monitor Leading Indicators & ROI
- Engagement & Impact

End-to-end consulting support & dynamic design through continuous feedback

When working with a client on a bespoke programme, we apply a proven, adapted L & D methodology that streamlines the process and clearly defines the phases and milestones from end-to-end.

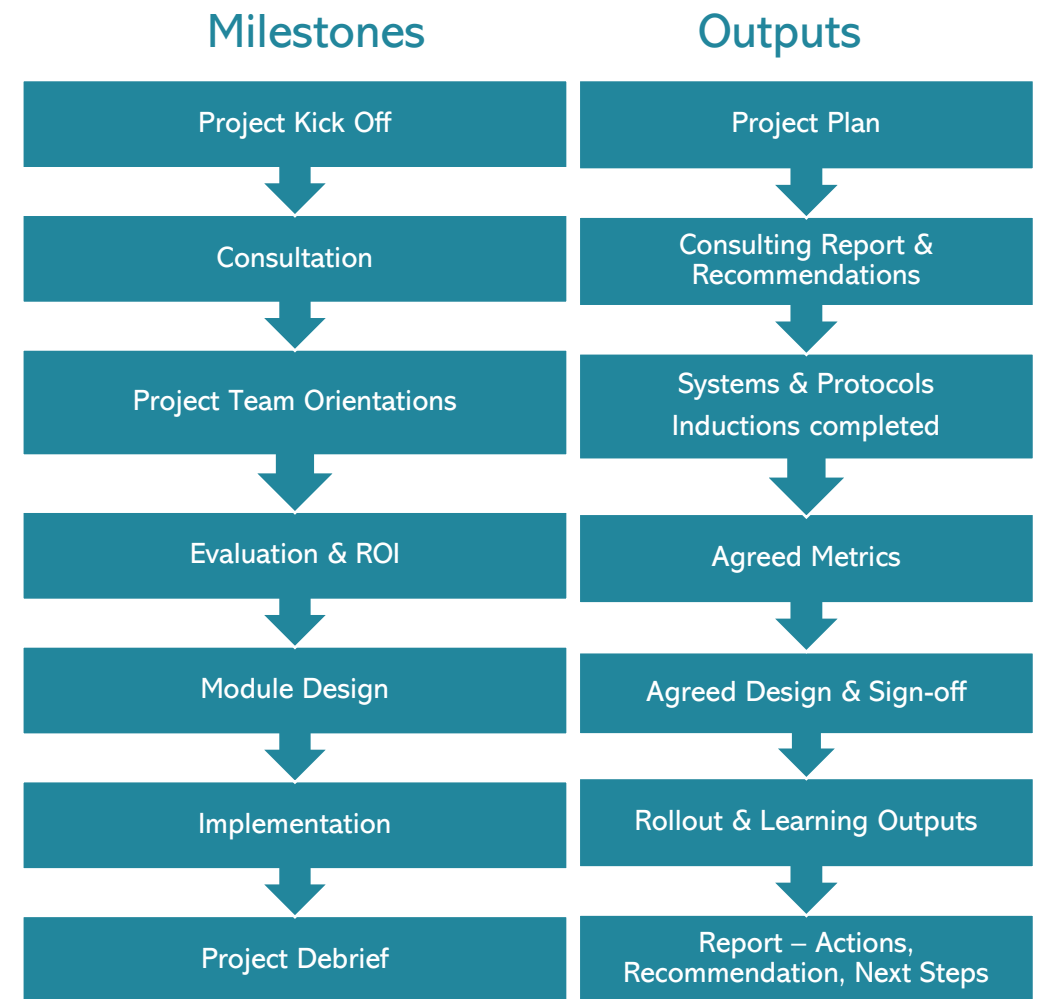
PROJECT MANAGEMENT

Project management

- A dedicated project team focuses on achieving the programme outcomes. We provide a project plan with **clear milestones and outputs at every stage**, co-ordinate, schedule and manage logistics and operations, liaising with the client team.
- Regular feedback and continuous evaluation allows us to develop any design dynamically ensuring a flexible and agile approach to fulfilment of the programme.

Delivery

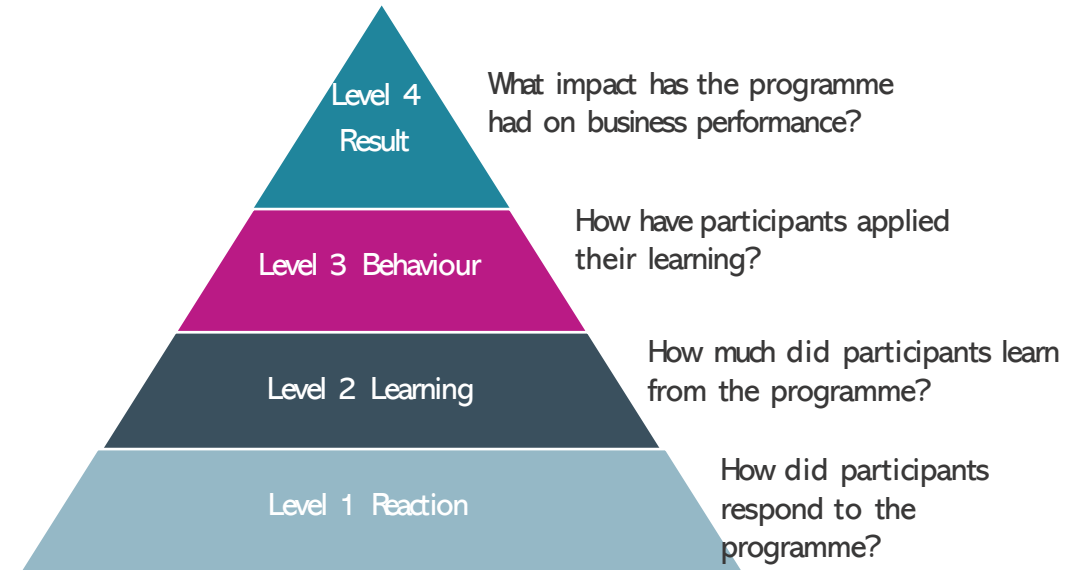
- A boutique approach with global reach. We have an internal team of 20+ and an extended team of over 120 trusted associates located internationally which allows us to increase resource in response to the needs of the business. The team are certified and experienced in a broad portfolio of diagnostics and assessments and we will select the best tools to achieve the organisation's objectives.



HOW WE WORK IN PARTNERSHIP – MEASURING THE IMPACT

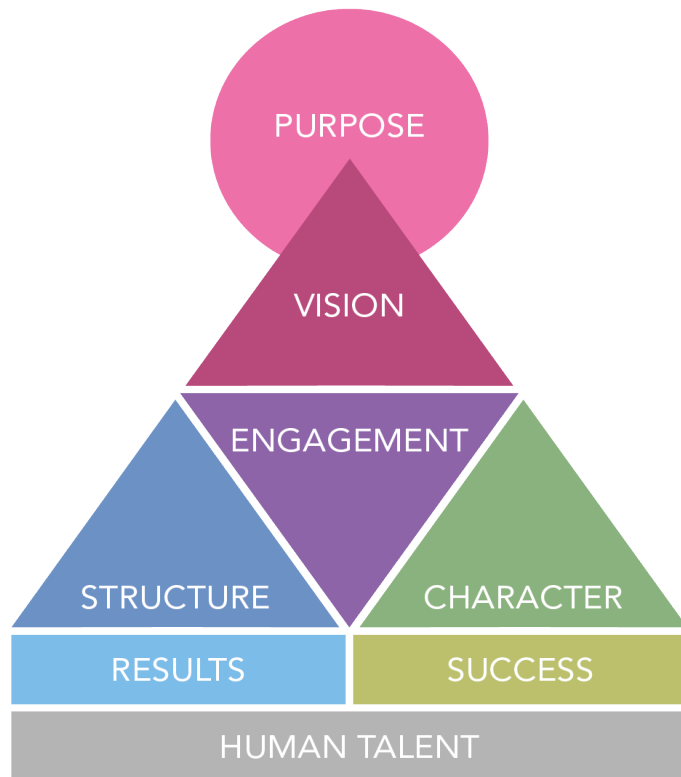
- Each organization experiences its own unique and specific challenges which is why we take to time to listen and understand so that we can design the best solution to achieve the desired outcomes.
- When designing a programme we always start with the end in mind and work collaboratively with our clients to create meaningful learning experiences which participants can apply directly to their workplace situation.
- Many Primeast consultants are certified in the Kirkpatrick New World model which we apply when designing the programme and the evaluation system. Applying Levels 3 and 4 ensures that we achieve the learner outcomes which will impact on behaviour and the business outcomes, delivering measurable return on investment through performance improvement and tangible results.

Kirkpatrick Levels 1- 4 Leading Indicators



SUPPORTING PEOPLE STRATEGIES

PrimeFocus™



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When working with clients we design and facilitate events and workshops where leaders identify their 'critical challenges' and then we guide them through the process of **developing the roadmap** towards a compelling future. Typically this starts with **PURPOSE**, works through the key dimensions and informs the human talent development plan.

We apply a proven framework (PrimeFocus™) which supports leaders to then engage and align their teams to deliver the agreed vision. See the [Leader Alignment program](#).

COMPLETE PRIMEFOCUS™
SELF-ASSESSMENT

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PARTNERSHIP SERVICES

- Specialising in people development at all levels
- Nurturing talent and senior leaders
- Aligning organisations for growth and success
- Improving performance and results



A 3D VISION – ACCELERATING CHANGE, DEVELOPING SKILLS AND BEHAVIOURS



Highly collaborative, creative high performing teams with high engagement



Aligned workforce with outstanding and purposeful, values-led leadership



INDIVIDUAL

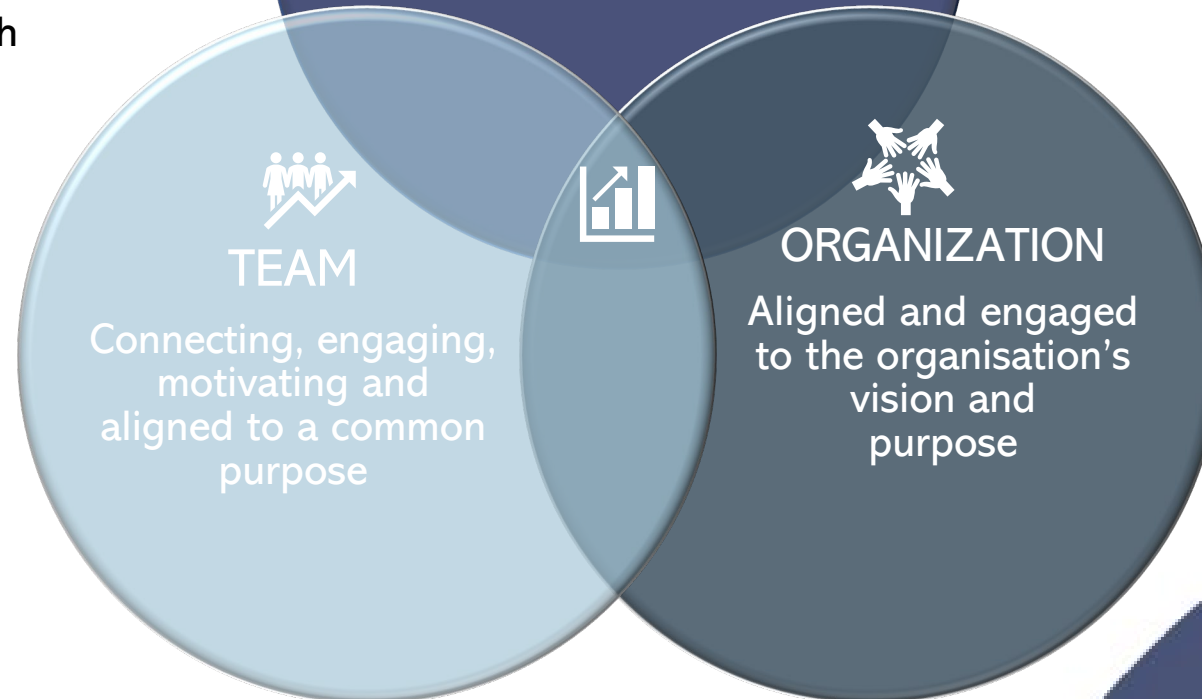
Building strengths, developing human skills, increasing awareness of limiting default behaviours



Developing future skills needed for improved performance and better results



Strategically aligned, with strong collective leadership driving results and positive social impact



TEAM

Connecting, engaging, motivating and aligned to a common purpose

ORGANIZATION

Aligned and engaged to the organisation's vision and purpose



EXAMPLE PROGRAMME - LEADER ALIGNMENT

Delivered for numerous clients with bespoke elements and assessments used to support individual growth and development areas.

PURPOSEFUL LEADERSHIP

- In-depth exploration into purposeful leadership
- Co-creating the vision and purpose
- Developing the culture needed for growing through values
- Identifying barriers and opportunities for change for a positive outcome
- Achieving organisational objectives

LEADER ALIGNMENT

- Aligning leadership approach with the desired outcomes for improved performance
- Building engagement in teams
- Developing enhanced creative and critical thinking to be able to lead successfully in a VUCA world (VUCAR)

EMPOWERING TALENT & TEAMS

- How to align teams and individuals to increase engagement
- Building collaboration
- Understanding the reactive tendencies which might prohibit performance and impact on others
- How to harness creative competencies to lead an engaged, empowered, high-performing team

1-2-1 COACHING (PUTTING LEARNING INTO ACTION)

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THANK YOU

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