

# WORKING IN PARTNERSHIP

## How we work in partnership with you

primeast  
ENGAGING PEOPLE  
ENERGISING BUSINESS



# A TYPICAL END-TO-END PROCESS – STREAMLINED PROJECT MANAGEMENT

## CONSULTING

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

## ANALYSIS

- Project Kick-off with client team - context, needs, policies, stakeholders & systems
- Review work to date, insights, data & 3<sup>rd</sup> party consultation
- Project plan –outcomes, milestones, KPIs, assessments & diagnostics
- Investment Plan

## DESIGN

- Consulting & collaboration with Client OD
- 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

A proven, adapted L & D methodology that streamlines the process and clearly defines the phases and milestones from end-to-end.



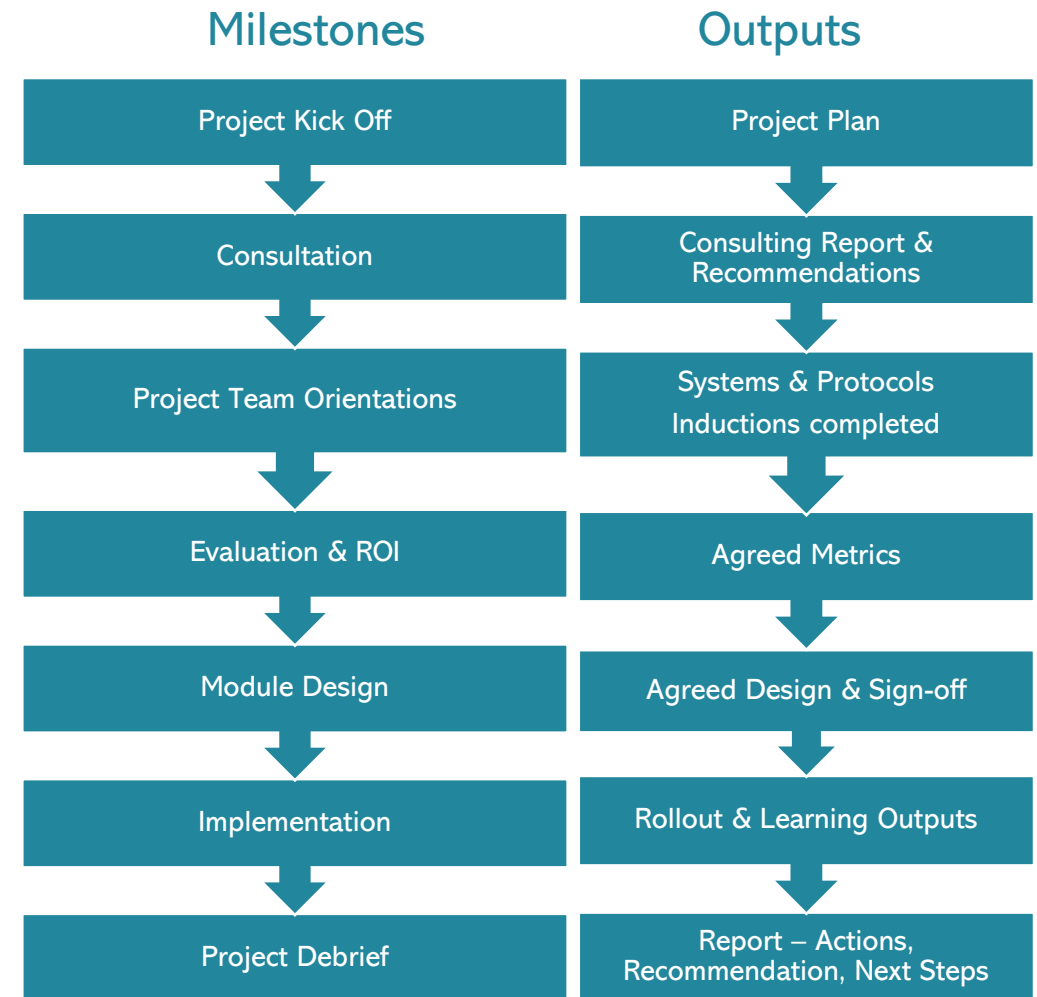
# PROJECT MANAGEMENT

## 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 accredited and experienced in a broad portfolio of diagnostics and assessments and we will select the best tools to achieve the development objectives.



# MEASURING IMPACT

Primeast consultants are all accredited in the New World Kirkpatrick Model and will provide agreed data for evidence. We design starting with the end in mind. We will design evaluation processes for Levels 1 and 2 which will aid dynamic design and supplement these with Levels 3 and 4 Leading Indicators.

## Sample Learner Outcome (Level 3 Kirkpatrick)

At the end of the programme, learners will be:

- **Change-ready:** create individual and team actions to mobilise transformation including enhanced skills and improved mindset to drive change

## Sample Business Outcome (Level 4 Kirkpatrick)

At the end of the programme, the business will be able to evidence:

- **Performance improvement:** impact on business processes and performance delivering tangible results (productivity, efficiency, profitability)

## Kirkpatrick Levels 1-4 Leading Indicators

