

AUTOMOTIVE MANUFACTURER

Helping an automotive startup shape its culture, organisation structure, recruitment model and talent experience, for hyper growth

CLIENT SCENARIO

The HRD sought to align the company leadership team on priority People & Talent actions to facilitate growth.

The client was at the start of a 12-month journey to bring a cutting-edge technology concept (zero emissions freight) to market by fulfilling their first customer orders. This required staffing of their first assembly facility at UK headquarters, together with design, testing, partnership and commercial activities.

The workshop objective was to balance tactical and strategic activities, identifying short-term milestones to be met alongside development of talent strategies and HR practices required to scale the company.

APPROACH

Delivered a full-day workshop to a group of 18 Executives and Leaders, including the CEO and COO.

Sessions included: Culture, Organisation Design, Recruitment Experience and Resourcing model. Plenary sessions were used to communicate top-level ideas and trends. Group breakouts were then used to apply those ideas to the client's context and play back recommendations.

An illustrator captured a visual roadmap of the discussion, which became the keystone for People strategy and operations for the company.

OUTCOMES

- > 40% headcount growth in 6 months
- Diversified location strategy to support talent attraction
- Launch of Graduate scheme

OUTPUTS

- Visual talent roadmap
- Prioritised HR action paths for 12-18 months

