



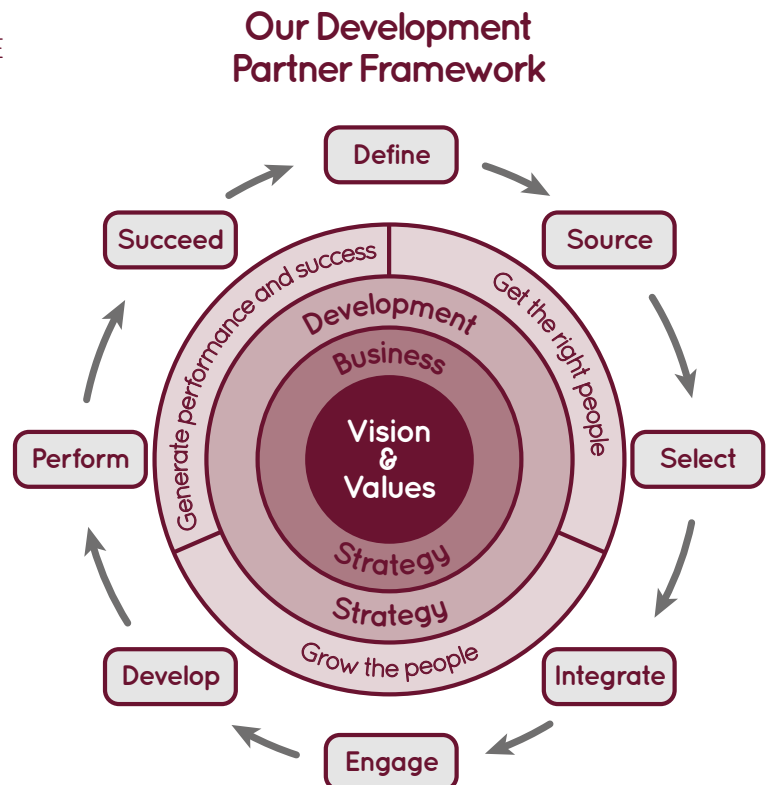
Developing your
people so you
can grow your
business

AWD
DEVELOPMENT
SOLUTIONS
DEVELOP • FACILITATE • COACH

Our Development Partner

In a small and medium size organisation, your people are your business. To get the best out of them you need to get the right people, grow them professionally and personally so they want to stay with you, perform at their best and generate on-going performance and success to achieve your business goals.

The “Our Development Partner” offering from AWD Development Solutions will ensure you develop your organisation and its people in line with your business strategy in an integrated way. It provides a clear link from your vision and values to your people development processes. It will help you GET the right people into your business, GROW your employees and GENERATE performance and success.



Vision and values, business strategy and development strategy

Your **vision and values** are the fundamental core of your business.

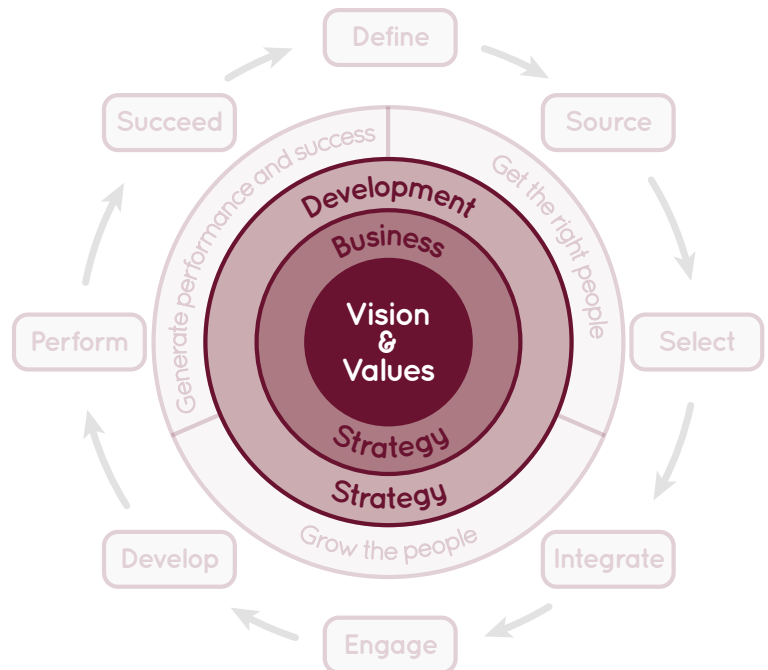
- Do you have a clear vision of where you'd like your business to be?
- Have you got a set of values that underpin how you run your business, deal with your customers and lead your employees?

Your **business strategy** covers your business drivers, goals and objectives and how you measure your progress.

- Do you have a strategy to move you towards your vision?
- Do your employees' objectives support the delivery of your strategy?

Your **development strategy** for the organisation, its teams and employees must cost effectively support the achievement of your business strategy.

- Do you have a development strategy defined for your business?
- Does your development strategy support the delivery of your business strategy?



GET the right people – Define, Source and Select

Define the organisation structure and roles required with the associated competencies (skills, knowledge, behaviours and experiences).

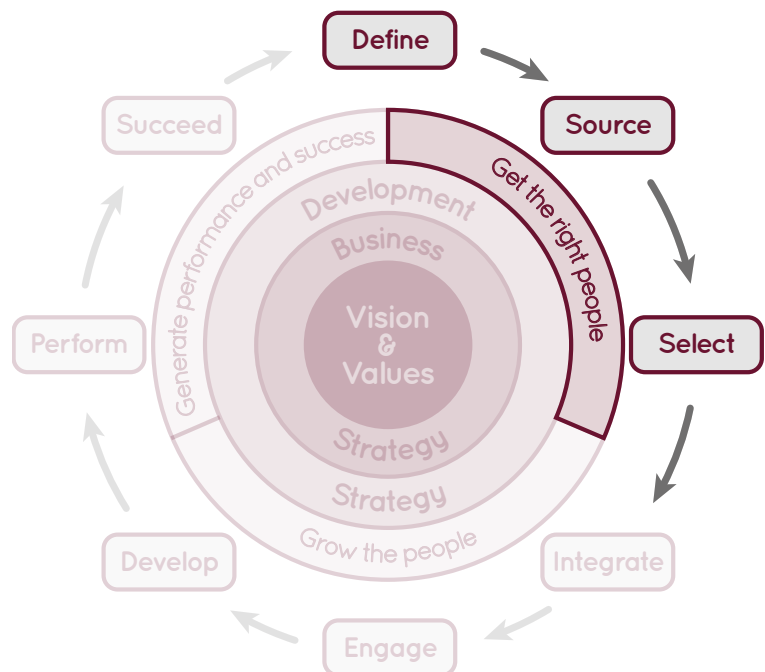
- Is your business structured in the most efficient and effective way?
- Are the roles clearly and simply defined, with accountabilities, and the competencies needed to perform the role effectively?

Source candidates who meet, or who can be developed to meet, the role requirements.

- Do you use clear job specifications to drive your recruitment activities?
- Do you get enough good quality, relevant candidates applying for your vacancies?

Select candidates using rigorous, fair and robust assessment processes and tools.

- Do you use a variety of assessment and selection approaches depending on the role you are recruiting for?
- Are your interviewers and assessors trained to ensure they operate your selection processes legally and fairly?



GROW your people – Integrate, Engage and Develop

Integrate new employees into your organisation and established teams through a comprehensive induction process.

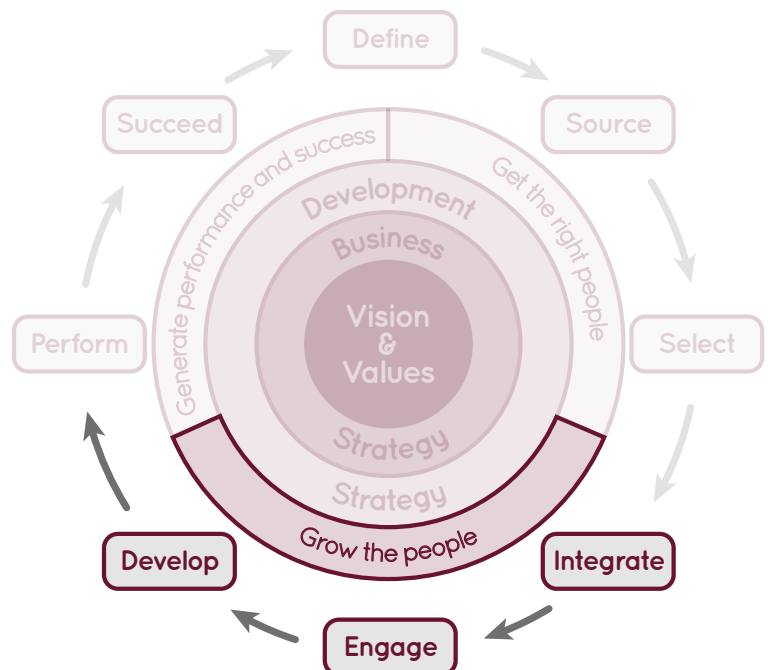
- Do you have a structured approach to induction so that all your employees receive the same quality of experience, whether moving externally or internally?
- Does your induction include cultural aspects of your organisation as well as practical and process elements?

Engage your employees so they want to stay with your organisation.

- How do you communicate with your employees and involve them in the business?
- Do your employees understand why you make any changes and do they buy into them and contribute to their successful implementation?

Develop teams and individuals to maximise their performance and capabilities, fill skills gaps and prepare people with the potential for more significant and demanding roles.

- How do you identify your employees' training and development needs?
- Do you use a range of approaches to develop your people and measure the effectiveness of the solutions?



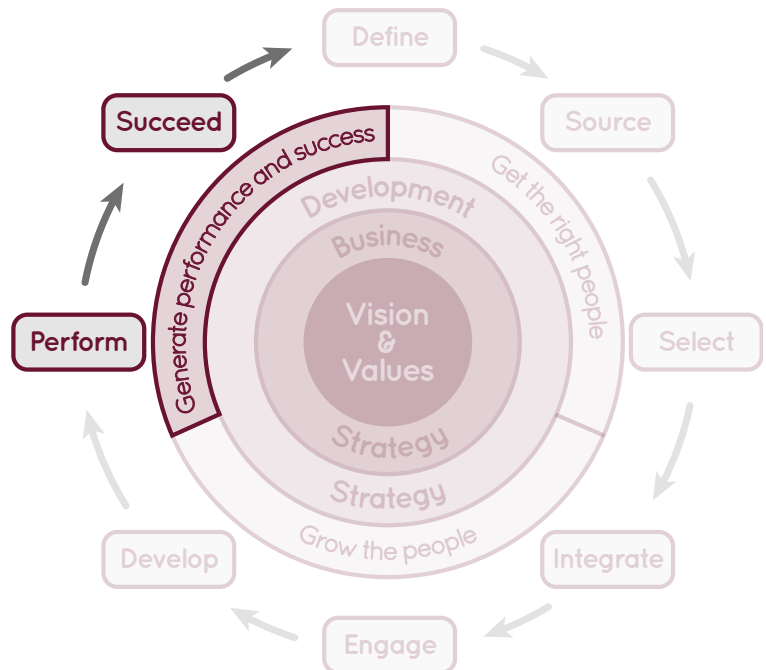
GENERATE performance and success – Perform and Succeed

Ensure that your people **perform** to the best of their abilities so they deliver individual, team and business objectives.

- Do all your people have individual objectives which support the achievement of your business objectives and their personal development?
- Do you regularly review the performance of your people against their objectives and understand their development needs?

Identify people with the potential to **succeed** into key roles to ensure business continuity and success.

- Do you have robust and consistent processes to identify and develop people with potential for growth?
- Do you have actively managed succession plans for critical and key roles in your business?



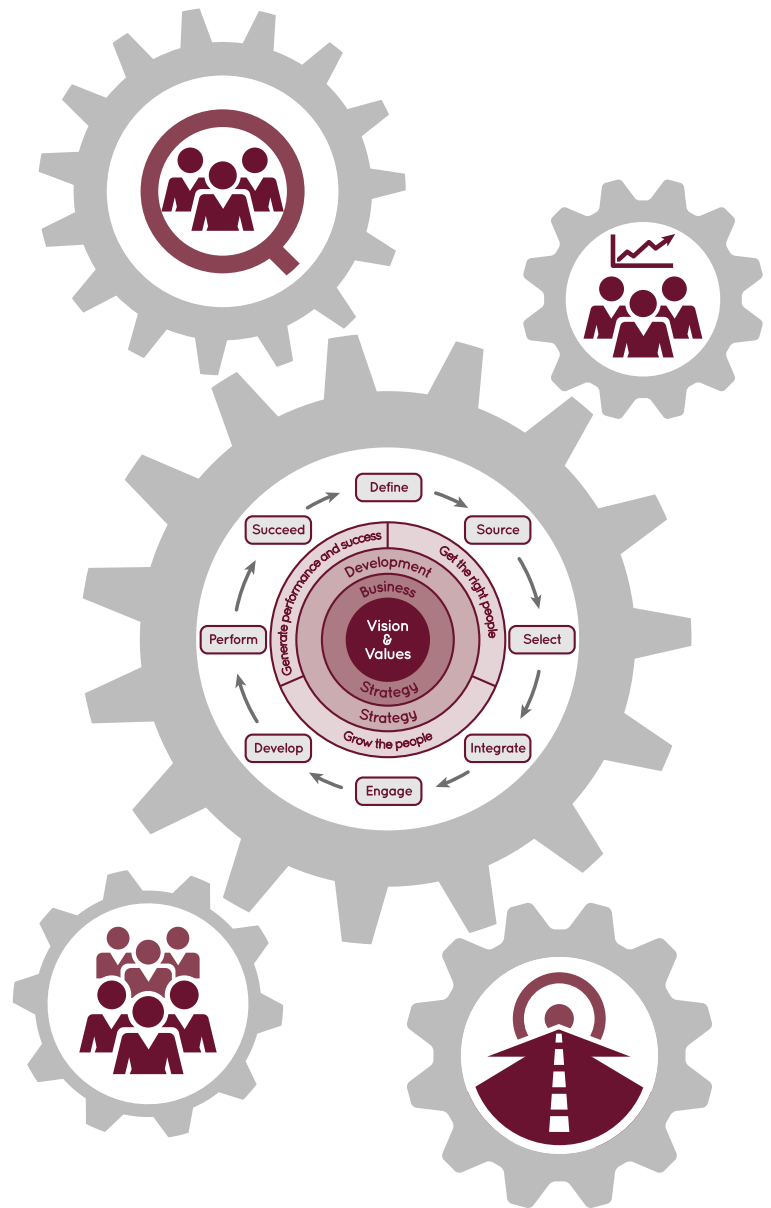
How we can help your business

Whether you want to build a long-term support partnership to really develop your organisation and its people and grow your business, or you need some extra expertise and capability to deliver a one-off project, the “Our Development Partner” service from AWD Development Solutions is for you.

The “Our Development Partner” offering provides a structured and integrated organisation and employee development service to small and medium size businesses who don't have the need for a full-time, in-house, development expert but who want regular access to advice, guidance and expertise.

In addition, support for individual projects for businesses of any size includes;

- Change management expertise to help your change succeed
- Organisation effectiveness review and design
- Training and development needs analysis and practical solutions
- Design and facilitation of leadership and high performing team development workshops
- Coaching for individuals and teams
- High potential employee identification and development and succession management
- Apprentice and graduate trainee strategies.



How we will work with your business

Our goal at AWD Development Solutions is to build a long-term **partnership** with you so we develop a real understanding of your organisation and become a valued extension to your business.

We'll **deliver** practical and pragmatic solutions that solve your real needs, with a high level of **professionalism**, expertise and quality of service.

We'll help drive the **growth** and development of your employees and your business using a **creative** and **flexible** approach as we recognise that no two businesses are the same.

Contact us now to talk about how we could help you develop your organisation and your people so you can grow your business.

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Maximising capability and performance through focused development, facilitation and coaching

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+44 (0)7769 726 556

andrew@awddevelopmentsolutions.com

 @awddevelopment

www.awddevelopmentsolutions.com

