

# HR Development Project – Media Industry

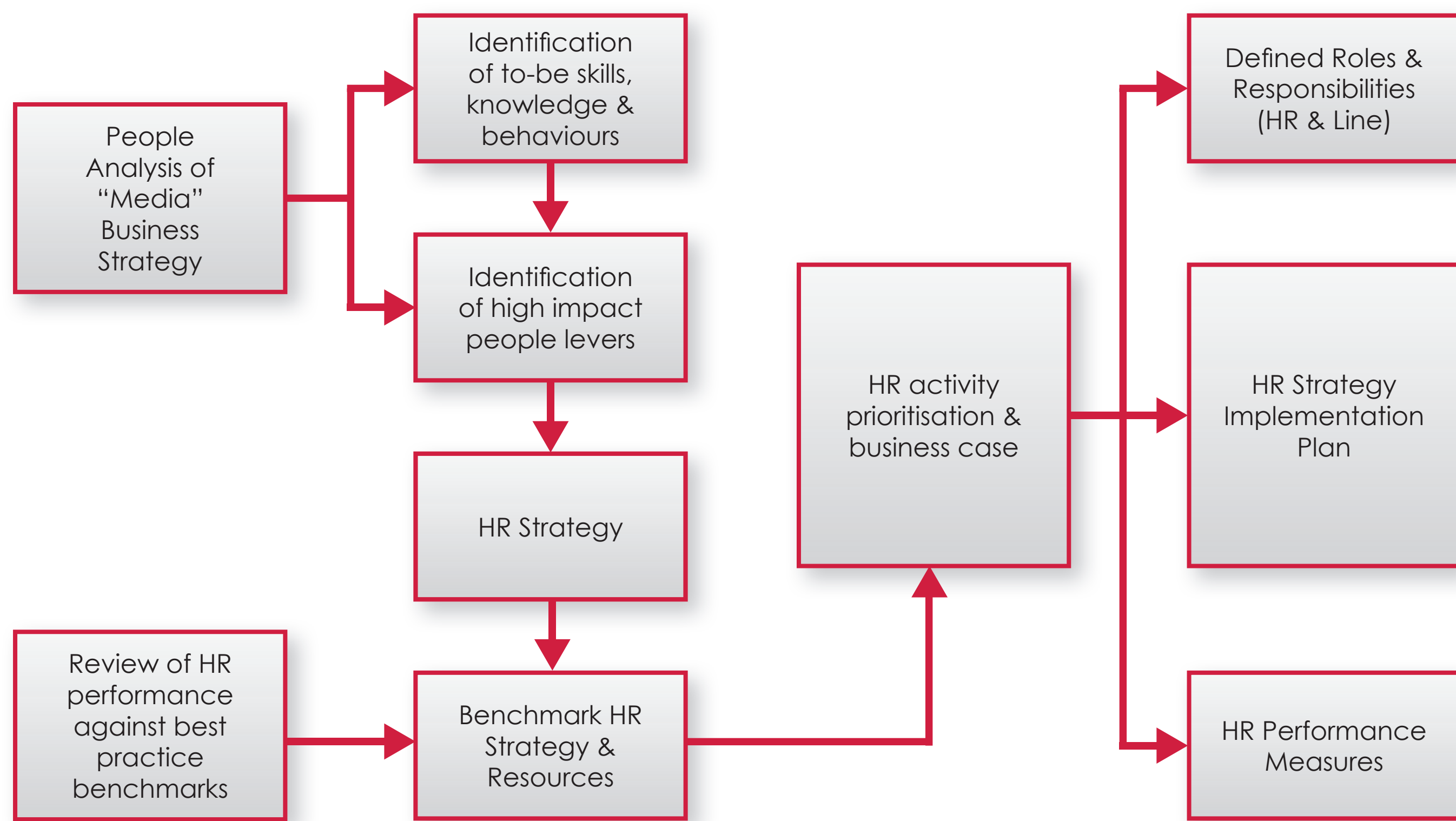
**Company's description:**  
Newly acquired global company based in the UK with around 5000 employees

**Project overview:**  
Adapt HR (strategy and operation) to the change of strategy due to the acquisition

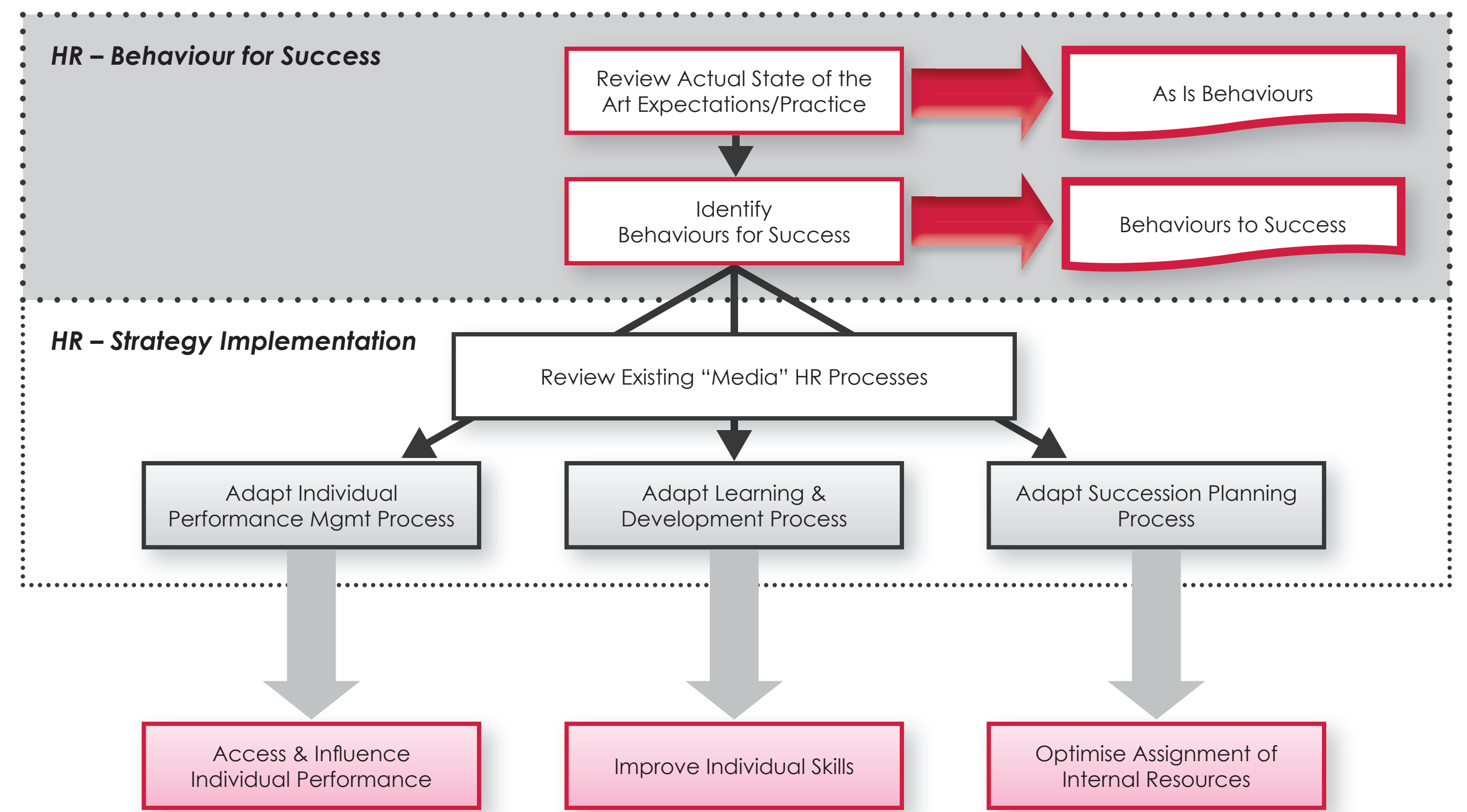
**Methods used:**  
HR-Benchmarking, organisational redesign, implementation of standard roles, definition of work packages around changes to behaviours, skills and supporting structure

**Results achieved:**  
More effective and accepted HR, efficiency of organisation, better prepared employees

## Required Steps



## Expected Outcome



## Proposed Tools

	Input	Tools	Deliverables
<b>Review Actual State of the Art Expectations</b>	<ul style="list-style-type: none"> <li>Individual information</li> <li>Initial course offering in the Learning Centre</li> <li>Examples of individual appraisals</li> </ul>	<ul style="list-style-type: none"> <li>Interviews in HQ and in the affiliates</li> <li>Focus groups</li> <li>Survey</li> <li>Behaviour Framework</li> <li>Review of existing documentation</li> </ul>	<ul style="list-style-type: none"> <li>Agreed upon behaviour framework</li> <li>Definition of As-Is behaviours per function</li> <li>Assessment of local behaviour specifics</li> </ul>
<b>Identify Behaviours for Success</b>	<ul style="list-style-type: none"> <li>Strategy &amp; Business Planning</li> <li>Impact review of new processes</li> <li>To Be Organisation Design</li> <li>New job descriptions</li> </ul>	<ul style="list-style-type: none"> <li>Workshops</li> <li>Gap-Analysis</li> <li>Review of existing documentation</li> <li>Interviews of project stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>Definition of the behaviours for success per function</li> <li>Prioritisation of the Gaps</li> <li>Plan for the Implementation of the behaviours for success</li> </ul>

## Translation into implementation levers

