CASE STUDY

Building Organizational Capability in a Constrained Workforce Supply Environment

CLIENT: MAJOR ENERGY ENVIRONMENT MGMT. COMPANY

Nearly doubled engineering staff in 1 and ½ years - from 80 to approximately 150 engineers



WHAT YOU WILL READ

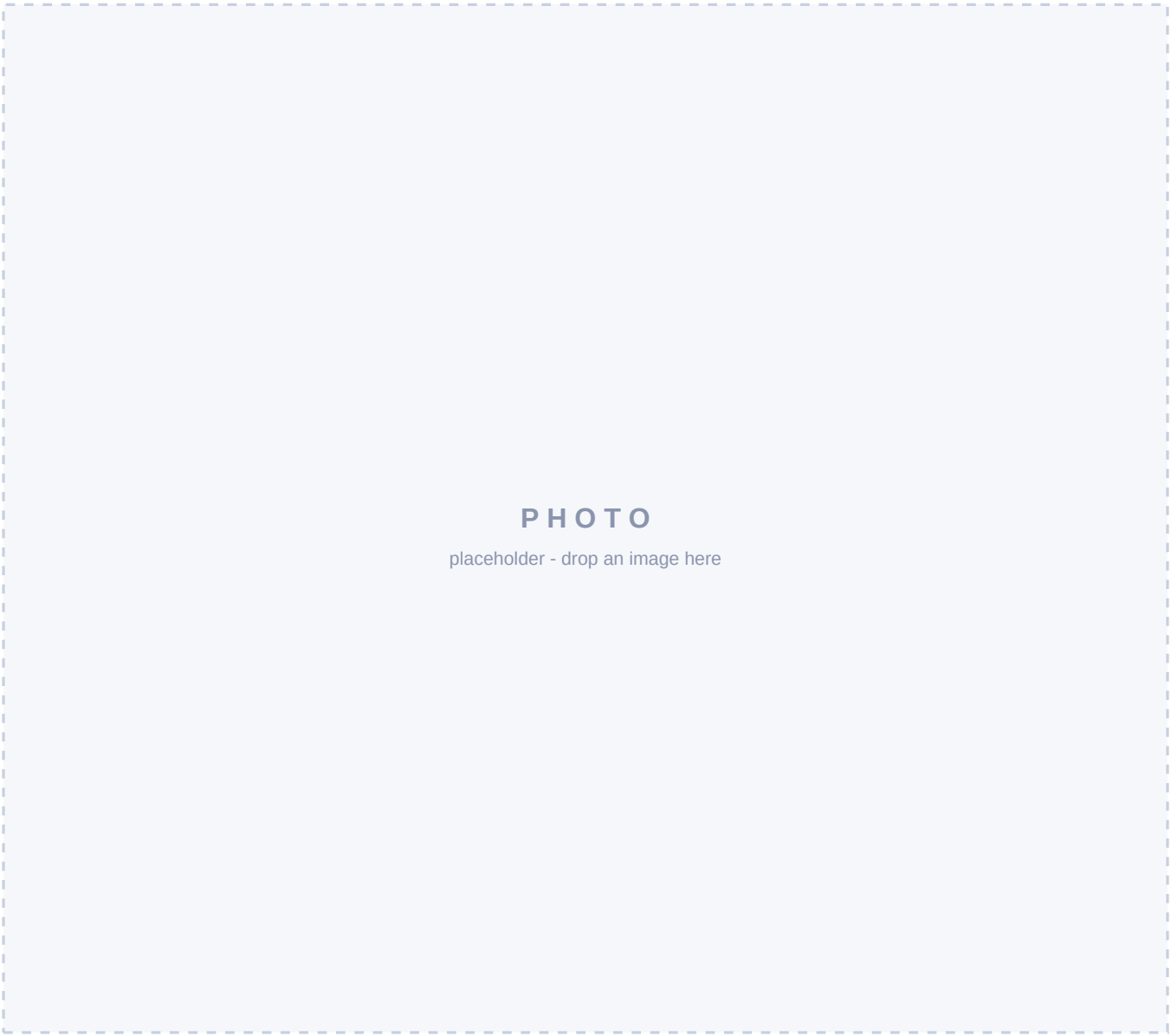
The challenge · The outcomes · How we did it · Competencies applied

THE CHALLENGE

- Internal client demand and increased regulatory requirements necessitated organization to nearly double its size and improve capability in a compressed time frame
- Unable to meet staffing targets, incurring high cost per hire
- Lacking processes and tools to assimilate growth and increase capabilities in the desired timeframe

THE OUTCOMES

- Nearly doubled engineering staff in 1 and ½ years - from 80 to approximately 150 engineers
- Established World Class Professional Development Program (tools and processes) - integrated with the company's existing internal workforce development and management processes and systems



HOW WE DID IT

- Designed and implemented end to end processes and tools:
- Workforce planning, Staffing, Onboarding, and Professional Development Program with online Competency Development and Fighter Weapons School inspired Center of Excellence (COE) model
- Met staffing targets, improved candidate and new hire quality, reduced cost per hire by 80%

COMPETENCIES APPLIED

Project and Program Management **Organizational Design and Capability**

Process Optimization

PHOTO

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DISCUSS A SIMILAR CHALLENGE: INFO@BOXLEYGROUP.COM