

CAPITA



Capita Talent Consulting

At a glance

Capita Talent Consulting offers a new way of working with an HR consultancy. Using Capita's vast experience, know-how, expert consultants and innovative commercial models, we invest in projects with you to deliver tangible, measurable returns on investment.

What makes our consultancy different

We are solutions focused; meaning we commit to delivering successful outcomes. We are clear about the changes you want to see in your business and it is our responsibility to facilitate that change. We do this through working in partnership with you for the duration of the project.

This means agreeing the measures for success and clearly defined deliverables at the outset, working alongside your teams to deliver the required transformation and ensuring effective skills and knowledge transfer to your internal team – positioning you for success. What's more, because we are there for the right reasons, we link our fees to the success of our work.

We know that a commitment to continuous improvement results in enhanced business performance. That's why all of our work is measurable to ensure transformation and development happens during, and beyond, the project lifecycle.

Capita Talent Consulting provides an expert external perspective through our consultants who all bring relevant in-house, industry, consultancy and HR experience to our clients. Our approach is based on science; through Capita Intelligence our suite of diagnostic and analytics tools, we offer strategic, yet practical consulting with real results.

Our approach

We work with businesses on a flexible basis. We can work in a purely advisory capacity and/or we can support you through implementation and transformation too.

Where we provide advice, we work with you to define your business and talent challenges, gather and analyse information, and undertake quantitative and qualitative benchmarking to turn data into actionable insight.

To truly make change happen we can partner your business through its transformation. This includes delivery of best-of-breed services through project management and programme development, or short term subject matter expert team augmentation during the transformation.

Advisory

Evaluate

Diagnosis of the current status of strategy, operations and technology

Innovate

A disciplined review creating a strategic roadmap with advice and recommendations for change

Transformation

Activate

Delivery of best-of-breed services through project management or short term team augmentation

Education

Development of a robust sustainable and skilled internal function

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Our areas of expertise

Purpose-driven resourcing transformation

An effective resourcing function makes for an efficient, agile and high performing business. We offer a smart approach to defining, delivering and embedding effective, measureable change in any resourcing function, however large or small, sophisticated or inexperienced. We can provide advice on your resourcing strategy and target operating model, as well as operational support to enhance the effectiveness of your end-to-end recruiting capability. We always deliver on a platform of data, diagnosis and validation, with measurement frameworks and agreed milestones to track the impact and performance of our interventions.

Strategic workforce planning

Workforce planning is at its best where art and science meet. Based on a blend of data and manager insights, our approach and tools enable you to draw a picture of the people you will need in the short, medium and long term. Based on a variety of predictions about workforce growth or contraction, we help you to understand the impact in terms of capacity and capability - and the extent to which skills gaps need to be addressed to deliver the business strategy.

Diversity & inclusion

Organisations that embrace diversity and inclusion deliver superior business performance, are more innovative and deliver higher returns on equity. The execution of a diversity and inclusion strategy requires deep insight and expertise, which we offer through proprietary tools, and consultancy based on years of global practice. Our approach recognises your unique starting point for D&I and will help you determine the elements and decisions required to achieve faster, measurable, sustainable progress towards D&I objectives. gaps need to be addressed to deliver the business strategy.

People analytics

As the business world is transformed by the sheer volume, speed and availability of data; insight about people and performance becomes ever more critical. Our people analytics tool makes sense of the vast amounts of data in the HR environment; turning workforce data from numbers into insight that is of strategic value to the organisation. Our innovative, data-driven solutions transform how organisations manage their talent - enhancing business performance through their people.



Contact us

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