

*Project Case Study: Design and deliver an event to assess participants, of a Graduate Development Programme, to identify their personal development priorities.*

### Client

Jointly owned by the Royal Mail Group and Balfour Beatty Workplace, Romec work with organisations of all types to provide facilities management services - including specialist project management, printing, manufacturing, building services and fire and security systems.

### Aims

The aim of the project was to design and deliver an event to evaluate a cohort of Graduate Trainees:

- identifying strengths and development areas
- measuring development progress against the behavioural requirements of specific roles
- applying learning from a previous team development activity
- giving specific feedback – linked to a newly launched behavioural framework
- informing personal development priorities for each participant.

### Method

mglhr worked directly with the Organisation Development team and relevant business managers to design and deliver a bespoke two day event, relevant to the participants, their future roles and careers within Romec, and to the priorities of the business.

Consultation with front line managers was key to ensure we had a full understanding of the roles undertaken and the specific behaviours which were key to their success.

### Solution

A series of exercises were developed to evaluate the performance of individuals against the competences defined in the newly launched behavioural framework (focusing on Integrity, Teamwork, Excellence and Respect) and the specific requirements of the roles for which the Graduate Trainees were being developed.

Exercises devised for the two day event included: business case studies, team tasks, competency based interviews and presentations.

We also trained Romec's internal observers who were to work alongside the mglhr team at the event. This training increased Romec's assessment capability and it promoted essential objectivity and consistency of evaluation.

### Outcomes

The event was extremely well received and provided opportunity for Romec to:

- reinforce the expected standards of the newly launched behavioural framework and it helped the participants to better understand and promote the behaviours required in business critical roles
- better understand leadership potential, thus helping with succession planning and talent management
- demonstrate the company's considerable commitment to the development of its people
- take the participants out of their usual comfort zones to evaluate their core capability
- evaluate the application of learning from a recently held team building event
- inform the future graduate selection processes
- focus each participant on core development areas for their future success.

mglhr look forward to continuing our fabulous working partnership with Romec.

*“It is a pleasure working with mgl; I have felt really positive about the whole programme.”*  
Organisational Development  
Manager