
Flexible Deployment



What capabilities do you need to deliver your business objectives...and do your people currently have them?

What management tools do you have to support your prioritisation decisions?

What management information do you have to deploy your people to your work?



The Government is increasingly concerned about public sector management of allocated resources. Those few Departments that have adopted flexible deployment methods have been praised during the Cabinet Office Capability Reviews - those that don't have been subject to harsher measures including swingeing cutbacks due to inability to justify resource bills and utilisation.

BASIS Flexible Deployment methods are ground breaking and at the leading edge of workforce planning in the public sector. *BASIS* delivers:

- Staff development linked to the needs of the business
- Maximisation of the value and return of investment on training
- Ability to plan resources against organisational objectives
- Matching work to staff talent, skill and personal preference
- Increased staff motivation
- Tools to enable you to locate staff to the appropriate work location, either office or home

Having the ability to manage resources and allocate them flexibility in response to changing priorities and demands enables agile responsiveness to customer needs and demonstrates a positive commitment to service improvement.

BASIS provides a complete flexible deployment toolkit to help your organisation:

- forward plan work packages and programmes
- prioritise & resource work
- allocate the right people to work
- identify development needs
- match personal to business objectives
- adopt flexible working practices
- track progress against targets and plans
- bring about a change of mind set

BASIS flexible deployment directly addresses the concerns of senior public sector managers:

- only 50% think their department is well-managed;
- less than 50% of Perm. Secs. think their managers encourage high performance culture
- only 33% are satisfied with approach to performance management
- only 19% think poor performance is dealt with effectively

**Survey of Senior Civil Service
ORC International, October 2006**

BASIS adds value through:

- a complete and cost effective flexible deployment solution
- a continuous resource management process
- phased and paced implementation
- linkages between individual contributions and departmental objectives
- integrated business planning linked to HR and performance management

Case Study

Department for Transport Flexible Deployment

The Department for Transport is one of the Prime Minister's key delivery departments. The Permanent Secretary, Sir David Rowlands, invited **BASIS** to assist him in devising the means of fundamentally changing his department from a traditional structured hierarchy into responsive, project based organisation able to respond quickly to Ministerial initiatives and industry problems.

BASIS devised and is rolling out the methodology which, amongst other things, involves defining then capturing staff competencies and capabilities and comparing them to project characteristics and role profiles so that ideal teams can be constructed through selection, deployment and development activities.

This programme is delivering a fundamental change in the management culture of the Department. For the first time managers, are able to forecast and prioritise work and then deploy skilled resources appropriately. The processes and systems **BASIS** has devised are now being used in for annual and in-year business planning enabling an understanding of the full impact of achieving efficiency savings and presenting Ministers with real choices on future strategic direction.

For more details on this service and the full suite of **BASIS** offerings please do not hesitate to get in touch at:

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