
Right People, Right Performance



Do teams and individuals know how they are expected to behave and how their performance will be measured against organisational goals?

Employees work over 10,000 days during their working lifetime but how many are truly productive?



To become a high performance organisation individuals, teams and managers need to understand their contribution to the achievement of the organisational goals and objectives. By aligning their personal objectives to the organisational goals you can achieve increased productivity and performance across your workforce. Successful organisations also recognise that it is not just what activities are undertaken, but also how staff behaviour impacts on staff motivation and customer satisfaction.

- Create a culture and behaviours which support the achievement of business values
- Enhance the positive impact of appraisal, recognition and reward
- Identify and address negative performance
- Help improve morale and increase customer satisfaction
- Ensure the right people with the right capabilities and behaviours are in place
- Instigate effective development and succession plans for future organisational success

Working with you to develop performance management systems which support organisational objectives and are aligned to external targets and influences such as PSG, IiP, CPA and Times Top 100 Employers.

We will share with you best practice and proven tools and techniques which will ensure that you are successful in steering the organisation to achieve its goals in the most effective and rewarding way for all stakeholders.

BASIS range of services includes:

- Development and implementation of a competency framework highlighting behaviours essential for success
- Development of objective performance management systems
- Sharing best practice to minimise risk of poor organisational health, grievances, legal action and adverse publicity
- Design and facilitation of assessment centres for staff selection and development
- Identification of staff strengths and weakness, assessed against organisation, team and individual objectives
- Providing tools and techniques to identify future leaders, change agents and visionaries to increase organisational performance
- Identification of employee and organisational mismatch and support transition into more appropriate roles

BASIS support adds value through:

- Enabling managers to support staff development to achieve optimum performance
- Delivering cost savings through successful appointments to new posts and projects first time
- Retention and development of internal talent pool
- Reducing external recruitment costs
- Increasing effectiveness and productivity of individuals, teams and organisation
- Positively impacting motivation, morale, and job satisfaction
- Helping to reduce absenteeism and improve efficiency

Case Study

The Planning Inspectorate Skills and Capabilities Assessment

BASIS assessed the skills and capabilities of The Planning Inspectorate (PINS) to inform the development of the Learning and Development Strategy and Plan.

Consultation with representative staff generated a capability “matrix”, describing skills required across all grades and functions.

The “matrix” was influenced by the existing competency framework and the emerging Professional Skills for Government framework.

Having developed and tested the “matrix” the **BASIS** team developed a self assessment questionnaire that asked people to rate their capabilities, record their length of experience in certain areas and their specialist qualifications. This was completed in a web based format and all data recorded in simple Excel spreadsheets.

Self assessment data was supported by collecting qualitative data on the behavioural components of job performance in focus groups.

The resulting report was comprehensive and highlighted skill areas by function and grade that could be addressed through the learning and development strategy

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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