BecomeMore

Organizational Development For Growth

Situation

A growing financial services organization was having difficulty finding entry-level employees. And with their current opportunities, there would soon be a talent gap in leadership as well.

Challenge

Unemployment was under 3%. The organization could not use salaries and benefits to compete. They had an opportunity to add new clients. And, they had very strict performance standards they had to meet.

Growing Firm Was Having Difficulty Attracting New Employees

Resolution

The organizational development plan included:

- Talent mapping to identify top performers
- Skills assessment tool to guide promotion decisions
- "Employer of Choice" program
- Interactive on-boarding program
- Rewards program for self and talent development
- Formal leadership development programs for three separate audiences (Supervisors, Managers & Directors and IT Team Leads).

Within twelve months, this plan allowed the organization to secure multiple new client opportunities, hire 300 new employees and continue to meet their contracted performance standards.

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