

Building Workforce Capacity



Who we are

The Cordoba Group provides highly effective services in Human Performance Improvement, drawing on the skills and expertise of a pool of skilled practitioners. Working with leading organisations across the public and private sectors, Cordoba enables its clients to plan and manage change through people and performance.

What it is

This Programme is designed to build workforce capacity for the organisation, proactively developing a cadre of individuals who have both the skills and the ambition to be leaders in the organisation, today and in the future.

The Programme delivers higher motivation and allows key people to realise their potential. Real benefits are experienced in the retention of talent and high value skills as well as improved performance by key teams.

The Programme targets roles and individuals where the position:

- Is critical to the ability to achieve organizational our goals
- Requires specialised or unique expertise that is difficult to find
- Has been difficult to fill historically and staff retention has been low



What it involves

- Programme directed and supported by an occupational psychologist, delivering expertise and experience of similar programmes
- Transference of skills and knowledge to an internal team that manages and controls the Programme
- Proven methodologies for assessing and developing people
- An objective perspective and tracking of the Programme, fine tuning in response to outcomes over time
- Clarity on the skills and strengths of the current workforce and identification of the leadership skills within it
- Personal development plans for individuals, providing them with clear direction and control over their own development

How it works

Phase One selection criteria defined and high level view prepared of workforce capacity, leadership challenges, to set structure for the Programme

Phase Two HR and line managers trained in the techniques and skills for assessing and selecting individuals, nominations received and processed

Phase Three short listed candidates attend an Assessment and Development Centre to explore and understand their current and potential performance, gaining insight into personal strengths and weaknesses

Phase Four feed back to individuals on the outcome from the Assessment and Development Centre used as the basis of a personal development plan identifying specific actions and behaviours to focus on

Phase Five continuing support as required to monitor individual progress and track improvements in leadership and performance, adjusting individual plans where necessary