



# career development framework

a government agency

## the challenge

A government agency was looking to improve delivery of IT enabled business change. Previously, there had been a reliance on external support from contractors and consultancies with limited in house capability. In addition to being a high cost model, this created limited opportunities to retain knowledge and develop skills and knowledge internally.

## our approach

qedis worked with the organisation to develop a centre of excellence with the skills, knowledge and ways of working to deliver change across the business. In order to provide longer term career options for project based staff, the team created career paths showing potential moves sideways and upwards. qedis supported this with career development workshops and guidance and created a dedicated learning and development role. Drawing on our own experience, we coached staff on creating an internal consultancy model and working in a matrix management environment.

## our value

- Dened career paths for project and programme staff
- Career development workshops established to support staff in their development
- Established a Learning & Development forum and Communities of Interest to share knowledge and skills in specialist areas
- Improved access to learning and development including a development catalogue
- Implemented matrix management
- Introduced a dedicated learning and development lead
- Improved induction experience for new joiners

