

case study

Talent Management: Getting the right leaders in the right roles

Key Concern

A move into facilities management, from purely construction, meant employees were required more and more to interact with and engage customers to show the 'can do' attitude of Alfred McAlpine.

Objective

Alfred McAlpine needed robust leadership and a positive, values driven culture to connect its people to their clients. Therefore Alfred McAlpine needed a suitable leadership model to apply to all levels of the business and help identify different leaders for different roles.

Solution

Getfeedback assessed the business' top 50 leaders using a combination of tools, including Intrinsic™ to map personality, capability, performance potential and intrinsic motivation. Intrinsic™ results highlighted significant differences in the speed which individuals were motivated to develop as well as the type of leadership role they were motivated by. By studying the motivational components of different work streams, the business was able to decide how to maximise the performance of its talent pool and where best to invest its development budget.

Results

"We have very low levels of attrition, satisfaction with career development and overall engagement as measured by our annual employee survey has increased by 9% and the division continues to grow apace." Marlene Boyd, Alfred McAlpine