



# PROJECT

## CLIENT REQUIREMENT



A global textiles manufacturer requested consulting partnership to co-design a 3-year HR strategy to support a significant organisational culture change project. Sponsored by the HR Director.

## CULP SOLUTION



Based on culture survey data, organisational DNA and people needs; the approach to design the HR strategy was based on a FIX | INVEST | GROW, 3-year transformation. All HR processes were debated, prioritized and strategized to achieve a talent management framework and embedded DNA.

## RESULT & IMPACT



The HR strategy was presented and approved at Board level and implemented immediately. The HR strategy required a HR restructure and recruitment of HR Specialists. HR began the process of regaining trust with employees on a journey towards professionalizing HR people, process and systems that was consistent and fair.

**The HR strategy resulted in specific opportunities for organisational development, L&D, HRIS, IR and ER, HR metrics, transformation, rethinking rewards and leadership development. The client is currently in the GROW phase of the strategy with minor roadblocks to overcome.**

## LEARNINGS



Transformational HR strategies require time and investment to uplift the engagement and trust of employees. The strategy aligned with the new DNA and the culture naturally started to outlie employees that did not align or adapt. Consistency and leadership is critical to ensuring effective implementation, culture change, results and productivity.