



PROJECT

CLIENT REQUIREMENT



A global textiles manufacturer required the optimisation of the HR team structure to meet business and people needs.

Sponsored by the CEO and HR Director.

CULP SOLUTION



An organisational design analysis of HR operations including people, process and systems, psychometric assessments and interviews, competitor mapping, best-practice and industry research, structure designs, board presentation and approval, change management and individual counselling.

RESULT & IMPACT



The optimisation process outcome included 4 recommended structural options that were aptly aligned to the business and HR strategy to ensure the department was well-positioned to take the business into the future.

The HR team were involved in the design of the solution, and participants of a psychodynamics workshop with peoplesense. The team was restructured effectively to introduce contemporary talent management practices and competence in the business.

3 new roles were recruited, current employees were coached and counselled, HR policies and processes were re-engineered, and HR systems were analysed and requirements gathered for enhancements.

LEARNINGS



Change management requires a human-touch, and a process that is consistent, fair, people-centric and ethical.

We learnt that during change, people's workload almost doubles as they deal with the change required and the demands of day-to-day. Patience and persistence is key to a successful change process.