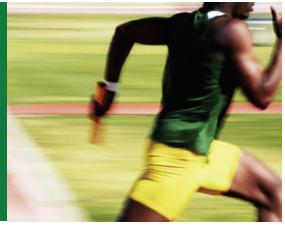




Fit for Business III

The Action Research Consortium designed to increase the impact of HR on business performance



With increasing pressure on the public sector to deliver more with fewer resources, how can consortium membership help you improve performance in your organisation and show how your HR function adds real value?

Fit for Business III is an action research consortium designed to help you improve HR service quality and increase the impact of your HR function on business performance. The unique consortium approach combining shared learning events with consultancy work in each participating organisation is a very powerful way of helping you to keep momentum and deliver on those key projects that will really make the difference to your business.

If you are committed to tackling HR service quality and wider performance issues, then being part of this new consortium will help you and your organisation realise key benefits.

The Development Partnership can work with you to:

- Release the potential of managers to improve the way they manage people and performance
- Enable greater employee engagement and commitment to the organisation
- Put in place metrics to assess the contribution of people to business success
- Improve the effectiveness of the HR function in implementing and supporting change, organisational design and development

The programme will provide excellent opportunities for organisational and individual participants to exchange experiences, identify common themes, and benefit from consultancy expertise and advice on key issues. Organisations that take part will have the opportunity to share learning and good practice with each other and disseminate this learning for the benefit of public sector organisations more generally.

The consortium is being facilitated by The Development Partnership with support from the CIPD, IDeA, Cabinet Office and Public Sector People Managers Association (PPMA). It builds on the success of two previous consortium projects which led to the publication of two CIPD Research Reports: *Fit for Business: Building a Strategic HR Function* (2005) and *Fit for Business: Transforming HR in the Public Sector* (2007). The key role of the Development Partnership in facilitating these consortia over the past few years, combined with its wider expertise in HR consultancy, means we are very well placed to support transformation work for public sector HR organisations.

How many organisations will there be in Fit for Business III?

The action research will involve a consortium of 10-15 organisations across the public sector which are currently seeking to improve aspects of the performance of their HR function.

What is the timetable?

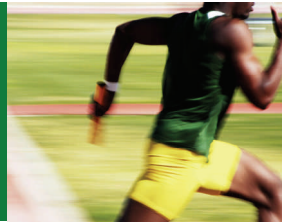
The consortium will commence in January 2008 and will be of approximately 6 months duration.

How will the new consortium work in practice?



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The consortium will involve:

- Attending six one-day learning events to address key issues for the consortium members
- Working with one of our consultants to address an HR issue critical to business performance in your own organisation. This should be a high priority project on your HR: business agenda.
- An opportunity to participate and share in research on in to issues of interest to consortium members
- At the end of the project you will have the opportunity to contribute to a report prepared by The Development Partnership capturing the main lessons learnt from the work for participants and the supporting organisations

How does the Learning Programme underpin the consortium?

The learning programme is a critical feature of each consortium. It is designed to improve the skills, knowledge and understanding of consortium members in key strategic HR and wider business related topics. The programme comprises six one day events which provide an opportunity to network and a forum to share learning and debate issues critical to strategic HR professionals. We use a combination of development approaches including: action learning sets, case studies, group discussion as well as input from leading HR experts and HR practitioners in both public and private sectors. These share techniques and methods drawing on inputs from public and private sector experts and practitioners. We also have access to a panel of experts to provide advice on particular issues for consortium member organisations.

How do we work with member organisations on their project?

David Vere and Lynne Butler, our two highly experienced consultants facilitating the consortium, will agree with each organisation the specific project support they will require in tackling their own issue. These individual project support activities will include planning meetings, consultation sessions, training or practice workshops and review/evaluation meetings. This will involve an agreed number of days support for each organisation provided by The Development Partnership. This programme of work will be set out in a project plan to be agreed between The Development Partnership and your project manager at the outset of the consortium.

What is the commitment of member organisations?

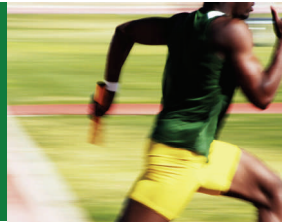
It is important that participating organisations define clearly what they hope to achieve from involvement in the project. HR departments will need to have commitment from their senior management to their participation in the project plus appropriate resources internally to take forward this work within the agreed timescales. In practical terms participation will mean:

- Being open about organisational issues and realistic about what can be achieved within the agreed timescales
- Ensuring access to appropriate staff in the organisation as and when needed
- Ensuring the organisation is represented at consortium learning events, and that one individual attends all these events
- Ensuring access to appropriate decision makers and steering groups



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- Committing to work within the consortium timetable
- Helping to benchmark the start and evaluate the end point of the project
- Hosting/supporting one of the learning events

How much does it cost to participate?

There will be a charge of £3,600 for each organisation to send two representatives to each of the six consortium meetings and the site visits. This programme of events will be organised by our facilitators to meet the needs of the consortium members. This sum will be charged at the outset of the project based on the programme of consortium activities agreed with the members.

In addition, organisations will be expected to fund the specific consultancy support described above based on the agreed project plan. This would be at a consultancy fee rate agreed at the outset. We anticipate that the project for each organisation will involve about 10 days work; the precise time inputs will be agreed with each organisation to meet their needs.

These charges will be invoiced to your project manager, initially for the consortium events and subsequently based on work completed each month, including expenses. They will be liable to VAT at the prevailing rate.

Next steps

We urge you to take this opportunity to make your HR function one that really adds value with a key role in helping your organisation improve. We are holding a meeting on 15 November 2007 for organisations interested in taking part.

Contact us now at The Development Partnership to find out more:



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