

PEOPLE & MANAGEMENT

SUPPORTING COMPANY GROWTH



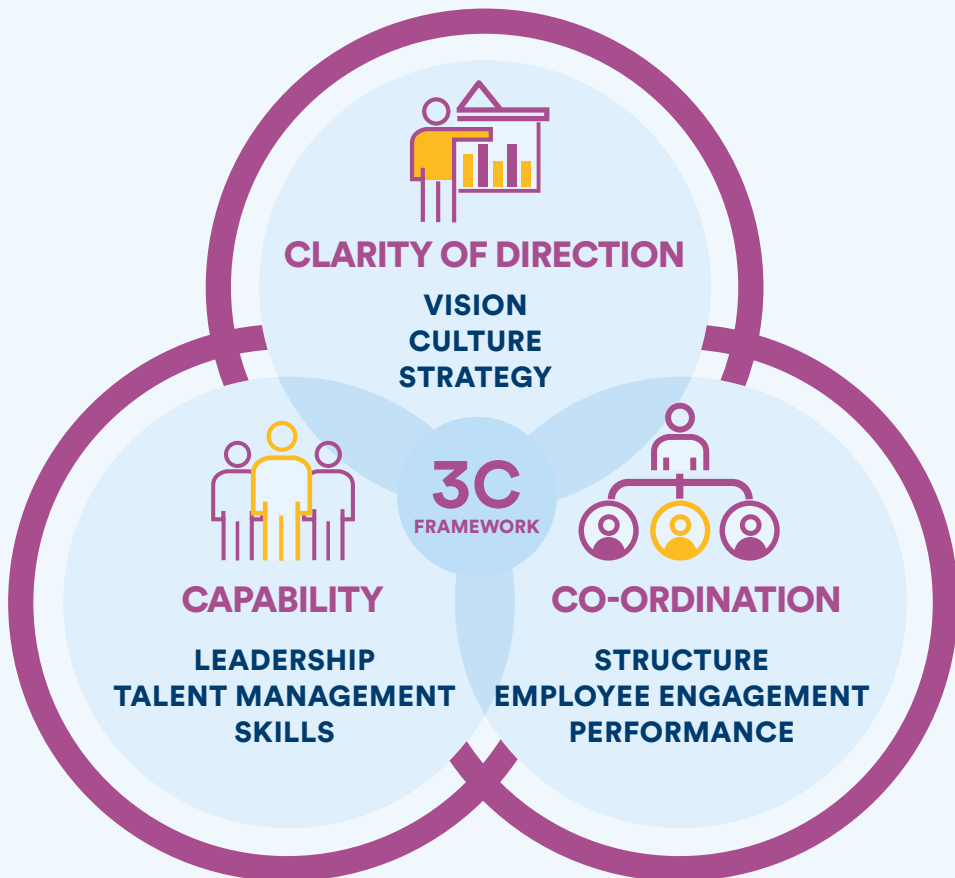
People & Management Approach

Are you an ambitious company ready to scale internationally?

Do you have the right culture, structure and capability to grow successfully?

At Enterprise Ireland we have many years of experience in supporting Irish companies to develop and scale through people and management. We can tailor our expertise to your environment and help your business generate the optimal conditions for growth.

Our work is underpinned by our 3C Framework, which reflects how companies scale successfully.



People & Management Engagement

Our People & Management Specialists will work with you to identify and understand your key growth challenges and support you to address immediate HR needs. This will help build long term capability to scale your business.



CLARITY OF DIRECTION

- Communicating your vision, purpose & strategy
- Building appropriate culture, values & behaviours
- Setting clear goals & deliverables

Questions to consider:

- Can your company pinpoint its vision for success? Is it sufficiently compelling to engage and retain your people?
- Is your company's culture defined in a set of core values? Are your people aware of them and do your senior managers model those values in their core behaviours?
- Does your company have a clear strategy and roadmap for growth? Are employee goals and deliverables aligned to that strategy?



CO-ORDINATION

- Building an appropriate organisational structure
- Establishing mechanisms to motivate & engage employees
- Driving performance across the business

Questions to consider:

- Have you considered whether your organisational structure is appropriate for your future needs?
- How do you currently motivate and engage your employees? Have you considered the use of surveys and other initiatives to drive engagement levels?
- Does your business have a process to plan, monitor and review employee performance effectively?



CAPABILITY

- Building leadership & management capability
- Understanding & addressing key skills gaps
- Attracting, recruiting & developing talent

Questions to consider:

- Does your leadership team have the necessary mix of experience and skills to bring your company to the next level of growth?
- Do you have a succession plan in place, ensuring you are developing and recruiting the right skills to deliver future growth?
- Have you considered the broader skills you need to grow your business? Can you develop these from within or do you need to recruit externally?

People & Management Supports

Following an engagement with our People & Management Specialist you will be in a good position to understand the right people and management structures, processes and capabilities that can support your company to scale.

Enterprise Ireland offers a range of financial and non-financial supports to help your company to:



Understand your current and future people & management needs



Explore and address short and medium-term people & management priorities



Build long-term capability to transform your business



Our **3-Day Business Growth Advisor** engagement can help you address fundamental HR challenges that could be limiting the growth of your business.



Our **Strategic Consultancy Grant** can help you implement new people & management structures or processes that will drive your company's growth.



Our **Spotlight on Skills Programme** will help you to create a company skills plan that identifies and addresses your critical skills needs across your business.



Our **Attracting & Retaining Talent Programme** will help you develop a compelling Employee Value Proposition to attract and retain key talent.



Funding through the **Key Manager Grant** provides financial assistance towards recruiting a senior manager to address a strategic capability gap within your business.



Our **Middle Management Training Grant** can support you to design and deliver a bespoke training programme to build the management capability of your middle managers, supervisors and team leaders.



Our range of **Leadership and Management Development Programmes** can help you build the necessary senior management capability to support your company to scale.



Our **GradStart** initiative provides funding support for the recruitment of up to three graduates to work on clearly defined projects within your business.

For more information on these and other supports please contact your Development Advisor.

Client Testimonials

“Our engagement with EI’s People & Management Functional Lead has helped us understand the underlying causes of the various challenges we were facing as a business. With support from EI we were able to identify gaps in the organisational structure and clarify roles and responsibilities ensuring better strategic alignment as a senior team. The engagement has resulted in one-to-one coaching support for members our SMT to enhance better team performance and the identification of suitable leadership development options.”

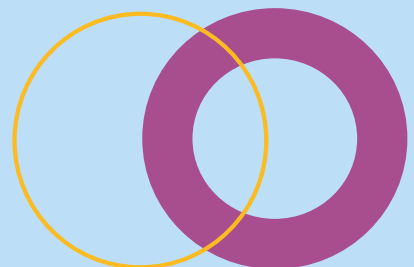
Hugh McDermott, MD Pro Stainless (Designs) Limited

“The support that DOCOsoft has received from Enterprise Ireland under the People & Management Pillar has been invaluable. As the company continues to scale, the strategic guidance provided by EI has helped position the company to take full advantage of the scaling opportunities. This was further supported by the timely development and funding of middle management training. We are now positioned with a strong HR Lead, low colleague turnover and an effective middle management team equipped with the tools to take the company to the next level.”

Aidan O’Neill, CEO DOCOsoft

“My interaction with the People & Management team in Enterprise Ireland came at a critical time for us. Through a small number of highly meaningful one to one meetings over a short time span, night literally turned into day and I could at last see a practical structured way forward from what had seemed an intractable impediment to our progress. Being presented with an organised succinct description of the people and management challenges holding us back had a hugely energising impact. We were then introduced to the possibility of participating in the Business Growth Advisory programme, which after agreement on our objectives, we subsequently began.”

Ken Halpin, MD Celtrino





More Information

For more information on our People & Management offer please visit www.eilearn.ie/business-pillars/people-management

Or contact our specialists directly:



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