



*Leveraging The Power of People*

PREPOSITION – Working With You

By Susan Popoola

# Conning Towers

**A Conning Tower is the raised observation post in an old submarine, which houses the periscope and is used to direct the ship.**

**Similarly, Conning Towers identifies people issues that managers within organisations may not clearly identify and works with managers to identify solutions and develop effective workforces**

# Core Proposition

- ❖ Corporate Talent Management is central to Conning Towers offering, which is based on years of experience in Human Resources; Change Management; Community Engagement; Education Systems and work with young people.
- ❖ Using this vast experience Conning Towers works with Organisations, Institutes and Government Bodies to research, create and implement strategies to ensure the effective and efficient development and engagement of the Local and Global Talent offered by all within communities with a focus on young people.
- ❖ These strategies are implemented for the mutual benefit of individuals, communities and organisations alike with a dual consciousness of profitability and social responsibility.



# Working with Your Organisation

- ❖ Conning Towers recognises that every organisation will have it's own unique circumstances & requirements. Conning Towers typically works with organisation to support following objectives:
- ❖ Enabling the achievement of organisational goals & growth
- ❖ Changes in business purpose, M&As and moves into new markets
- ❖ Effective Resource Planning & Succession Planning
- ❖ Addressing current skills shortages and future skills needs
- ❖ Attracting, Recruiting & Retaining key & high potential staff
- ❖ Developing and Redeploying staff



# Meet with You – The Client

- ❖ To understanding Business Vision, Values & Strategy
- ❖ Discover the scope of the challenge, understanding the business context/environment
- ❖ and Define the success factors, review the process and potential solutions

# Engage

- ❖ Interview stakeholders
- ❖ Review relevant information
- ❖ Conduct Focus Groups
- ❖ Carry out surveys

# Diagnose & Feedback

- ❖ Based on Initial Engagement do analysis of issues including Benchmarking with other organisations
- ❖ Write up findings from diagnosis
- ❖ Provide feedback from report with Health Check observations & Recommendations

# Feedback & Report

- ❖ As already mentioned ensure employees are properly matched to a job
- ❖ Share the values of the organisation
- ❖ Have an induction process
- ❖ Have a probation period during which feedback is provided on what is working well and where issues/concerns exist

# Delivery

- ❖ Based on findings and feedback meeting design and deliver an agreed programme to support your organisation in achieving it's desired objectives
- ❖ Delivery is based on agreed objectives to an agreed timeframe with regular feedback and updates on progress.

# For More Information

If you have any questions or would like to discuss how Conning Towers can help you in more detail, please contact:

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Alternatively please email  
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