



Training & Development

KEY DELIVERABLES:

- Identify quick wins and recommendations
- Development of a new ship based rank structure and working patterns
- Delivery of a new competency based training & career path
- Recruitment, induction and mentoring of 180 new employees
- Overall management of the cross-skilling programme
- Measurement of the impact of change, saving £6m p.a
- Programme delivered in 16 months to time and on budget

WE WILL SHOW YOU
THE WAY TO SUCCESS!

KEY BUSINESS CHALLENGES:

- Cost saving
- Restructuring & training
- Increased productivity
- Change management

BUSINESS OVERVIEW:

The **marine technology** company is the **world leader** in the provision of installation and maintenance service for **submarine** telecommunications cable systems. The business employs 1000 personnel based around the globe and has its headquarters in Chelmsford Essex. The organisation has an annual turnover of around **£500m** with key telecoms customers such as BT, **AT&T**, and Global crossing.

THE SOLUTION:

- Discovery - Audits, project management, change management, best practice, pilot studies, workshops, road shows and communication
- Cost benefit analysis, options and recommendations
- Communication and influencing at all levels of the organisation
- Dedicated team of change managers and trainers
- Building of close working relationships with the business
- The requirement and induction and training of 180 new employees



TUSP blend people, process technology to deliver successful change solutions