![Monadelphous](Monadelphous logo)

TOGETHER
WE DELIVER.

Workforce Planning, Training and Development: Building Productive Capacity

- How our strategy evolved
    - » Business need
    - » Industry need
    - » Skills, Knowledge and Experience requirements.

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- What our Strategy entailed...
  - » Simplicity in our process
    1. Understand Monadelphous' need for talent, current and in the future.
    2. Key position identification
    3. Predictions for possible turnover, specific people and generalised roles
    4. Internal development strategy for people and role replacements
    5. External recruitment strategy for people and role replacements
    6. Monitoring process
  - » Separate Strategies for
    - › Executive
    - › Management
    - › Professional
    - › On Site Supervisory
    - › Trades and Semi-Skilled

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- What our Strategy entailed...
  - » Simplicity – On site Supervisory roles case study
    - › Step 4 – Internal development strategy for people and role replacements
      1. Induction and onboarding
      2. Role Competencies – Behavioural and Technical
         - Ongoing Competency Assessments
      3. Learning and Development Program(s)
      4. Talent identification
      5. Career Pathways and guidance
      6. Evaluation and Monitoring
      7. Continuous Improvement

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- What Challenges we faced / are still facing
    - » Strategy for today and tomorrow
    - » Different requirements amongst our Organisation & Division
    - » What is Workforce Planning?
    - » What is Training and Development?
    - » Changing nature of employment
    - » Focus on the "What" and "How"

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- What were the results
  1. Engagement, resulting in Retention
  2. Time to fill roles (external)
  3. Career Progression (internal)
  4. Productivity
  5. Development

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- Tips for the future
  1. Simplicity
  2. Flexibility
  3. The Business is the driver
  4. Ownership
  5. Industry application and environment
  6. Continuous improvement