

ig



The Gap Partnership.

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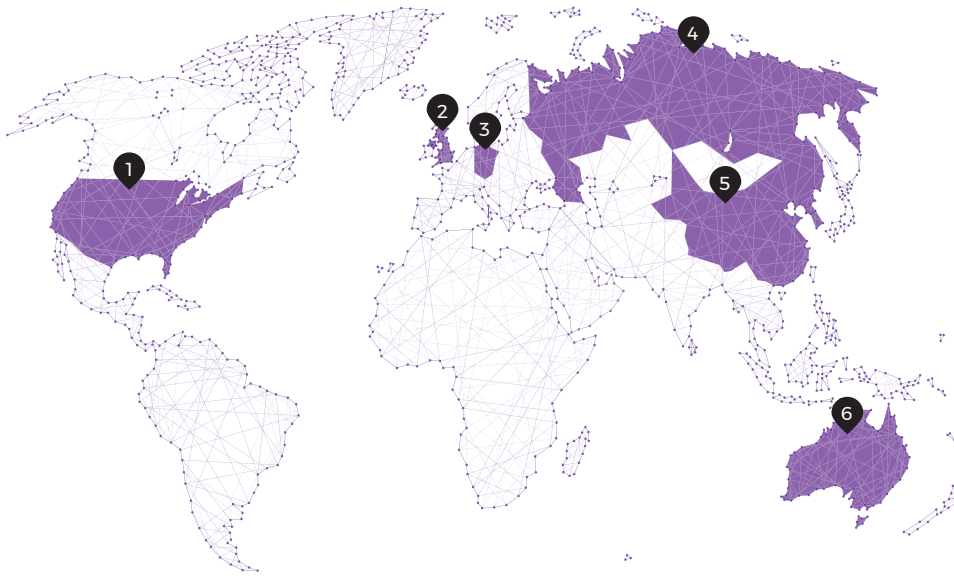
Supporting fast-growing global B2B sales-led organisation |
People agenda needs to keep pace with ambitious commercial
targets | Building leadership and HR capability to shape the
organisation as it goes for growth.

Helping B2B consultancy achieve stretching growth targets.

- The Gap Partnership (TGP) is a mid-sized global professional services group with negotiation consultants who operate in a fast-paced B2B sales environment
- TGP aims to double in size and needs its people agenda to keep pace with stretching commercial targets
- That means building leadership and HR capability to shape and support the growth
- TGP's sales consultants are the company's greatest strength; the company needs to maximise their talents and establish a sustainable leadership pipeline.

What we are doing.

- We are working with people at all levels of TGP to embed leadership capability - and build a pipeline of future leaders
- Carried out a full review of TGP's recruitment and coaching process, making recommendations on how TGP should attract, select and develop the best talent for the business
- One recommendation involved creating bespoke coaching programmes to assess and build leadership capability at three key levels - future leaders; business unit leaders; senior leadership team
Delivered more than 250 coaching hours in 2016: in the UK, Germany, Russia, the US, Australia and China



1. USA
2. UK
3. Germany
4. Russia
5. China
6. Australia

Results achieved.

- Positive feedback from future leaders programme - attendees said they felt “stretched and challenged” and 40% had been promoted before the programme had finished
- Senior leadership team members asked for coaching to continue because of its impact on performance
- IG will continue taking a tailored approach to further develop TGP’s leadership capability and talent pipeline

“To hit our growth targets, we realised we needed to recruit the right new people and improve our future leadership capability and talent pipeline. The Indigogold team are doing a great job in helping us address these areas - and I’m looking forward to seeing more positive results in 2017 and beyond.”

Rachel Langley
Chief Talent Officer, TGP

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