

people

We help MDs develop - themselves, their management teams and their staff. Keeping ahead of the game requires a pace and fluidity of operation that stretches existing business models. Your ability to adapt and keep adapting in this kind of market place rests with the flexibility of your people.

Ask yourself the following:

- Does the whole company, from board downwards, understand and share your enthusiasm for the course you've set?
- Do decisions get taken at the right level and for the right reasons?
- Does everybody enjoy what they are doing for most of the time?
- Do your people enjoy working with each other?
- Do they understand their own strengths and weaknesses?
- Are your people and your company properly protected by contracts and procedures?

From board strategy sessions, team-building days, outdoor development programmes, workshops and introductory management courses, to one-to-one coaching, recruitment practice, staff handbooks and disciplinary procedures, we can help you fine-tune the way you manage, motivate, and develop your people.

Our approach is simple, falling into three linked phases:

Please click on the headings for more information

Foundation

Understanding you and your business

Business plan

Organisational structure
Resource and skills review
Personnel benefits policy
Controls and procedures

Strategy

Objectives / priorities

Recruitment / development

Statutory compliance

Personnel finance planning

Budgeting

Delivery

Assessment

Training and development

Recruitment

Change management

Personnel financial management

Measurement / review

Phil is head of Prism Group's People Division, responsible for consulting services relating to training and development of management and staff.

On moving into commerce in 1985, he took up roles which were initially finance-based but which evolved to encompass general management and business development in the travel, banking and finance industries.

He formed Wyndham Green Associates in 1997, a mixed accountancy and management development consultancy practice, merging that business in to the newly formed Prism Group in 2004.

If there are people issues you'd like to discuss specifically, call Phil on 01444 416 416 or e-mail him on philg@prismgroup.co.uk