

Transforming organisational performance

Boost Frameworks

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Avidus has designed support frameworks for small enterprises. They are designed to offer small businesses ongoing support in the areas of HR, Learning and Development and Leadership Development.

The following frameworks merely offer an idea of potential support packages; Avidus is flexible and will create bespoke frameworks.

HR Support Framework – Example

- Dedicated HR professional assigned to client organisation as Link Associate
- Link Associate conducts initial assessment of strengths and areas for development in HR
- Creation of an implementation plan to instigate improvements
- Link Associate spends **one day per quarter** on site working on areas for improvement
- Link Associate spends **one day per quarter** off site working on areas for improvement
- Support with the whole Recruitment and Selection Process for the recruitment of new members of staff (up to **5 recruits** in one year) including support with the following:
 - Job Descriptions and Person Specifications
 - Job advertisements
 - Assessment Criteria
 - Interview Planning
 - Advice on psychometric testing
 - Coaching on Behavioural Interviewing
 - Link Associate on interview panel
 - Advice on feedback to applicants
 - Advice on induction
- A telephone/email support service of up to 3 hours per month where advice on employment law, disciplinary, grievances, pay matters or any other HR issue can be sought

Learning and Development (L&D) Support Framework – Example

- Dedicated L&D professional assigned to organisation as Link Associate
- Link Associate conducts initial assessment of strengths and areas for development in area of Learning and Development
- Creation of an implementation plan to instigate improvements
- Link Associate spends **one day per month** on site working on areas for improvement
- Link Associate spends **one day per month** off site working on areas for improvement
- Support in identifying and creating an L&D strategy aligned to organisational vision and strategy
- Support with identification of individual, team and organisational development needs
 - Development of a tool to identify development needs (DNA)
 - Support with meetings with staff to identify needs (10 – 15 one hour sessions per year)
 - Coaching for senior managers on developing staff to achieve their true potential (up to 6 managers)
 - Support on ensuring L&D is an integral part of appraisal process
 - Collation of collective needs to create and Annual Development Plan
- Support with identifying external L&D opportunities
- Designing and facilitating up to five in-house development activities per year
- Unlimited telephone/email support service where advice on Learning and Development issues can be sought.



Leadership Development Support Framework – Example

- Dedicated Leadership Development professional assigned to organisation as Link Associate
- Link Associate conducts initial assessment of strengths and areas for development in area of Leadership Development
- Support in identifying and creating a Leadership Development strategy aligned to organisational vision and strategy
- Creation of an implementation plan to instigate improvements
- Creation and implementation of a leadership 360 degree assessment tool (for up to 5 leaders)
- Support leaders in interpreting 360 degree results and addressing development needs through one to one meetings (for up to 5 leaders)
- Develop and facilitate up to 3 in-house leadership development activities per year
- Executive Coaching (2 hours per month for six months) for up to five leaders
- Link Associate spends **one day per quarter** on site working on areas for improvement
- Link Associate spends **one day per quarter** off site working on areas for improvement
- Support in identifying external development opportunities for up to 5 leaders
- A telephone/email support service of up to 3 hours per month for leaders

The price for each framework depends upon elements selected and the size of the organisation. Where longer term contracts are entered into significant savings can be made.

If you would like to discuss a bespoke support package for your organisation, then please give us a call. We can tailor it to suit organisations of any size. Call us for a free consultation and quote.