



Industry: Housebuilding

Client: Taylor Wimpey plc

Context

Taylor Wimpey are a FTSE 250 Company and one of the UK's largest Housebuilders. The business has undertaken an ERP implementation across the entire organisation (1,800 staff). Securing the correct talent to deliver the implementation on time was fundamental to the success of the Project and the organisation looked to Stanton House for support.

Solution

The client was clear that they needed a single trusted partner to work closely with the team to support the considerable resourcing requirements for effective delivery. A Stanton House consultant was invited into the Project team to become that trusted partner and subsequently undertook interviews with many of the current team to understand the core technical requirements and, critically, the cultural environment.

The consultant then led a workshop with the leadership group of the Project to create a repeatable, competency based method for the identification and selection of the key skill sets required for successful delivery of the Project. This was thoroughly documented and would form the basis of the ensuing delivery.

Stanton House set out to identify talented individuals within the following core disciplines; Programme Management, Project Management, Change Communications, PMO and Training. Potential candidates were proactively sourced through thorough research and a professionally executed 'headhunt'. All candidates were assessed against the defined criteria against technical competencies, personal competencies and for their fit with the culture and values of the organisation. Over the course of a nine month period as the team expanded through the project lifecycle, Stanton House successfully placed nine individuals with Taylor Wimpey.

Throughout this time the Stanton House lead was invited to attend regular meetings with the client and attended a number of key executive presentations to the business to ensure that the consultant maintained fully tuned in to the priorities of the business and the programme. Monthly Internal Communications updates were shared with Stanton House and there was a sense that Stanton House were thoroughly embedded into the programme as a key delivery partner.

What the client says;

"Engaging Stanton House as our talent sourcing partner has been of significant advantage, both in terms of freeing up management team resource who previously spent considerable time on recruitment activity, and more importantly, of giving the Taylor Wimpey Programme access to the broadest possible talent marketplace, consistently generating quicker and better quality resource outcomes."

June 2011 | Andy Feldon - IT Director | Taylor Wimpey

"Headhunting quality at traditional marketplace recruitment fees. Genius. All of my future clients will be advised to adopt the talent partner model as a key component of their complex programme and portfolio management, the advantages and agility of having higher quality resources sourced and 'on tap' is too powerful an advantage to ignore."

June 2011 | Stan Dacre - Programme Director 1B1S Programme | Taylor Wimpey

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