

# BIG PICTURE® PEOPLE DEVELOPMENT PROGRAMME

We want the People in your business to be the best version of themselves they can be. We will do everything we can to help them be as productive as they can be and stay with you to extend that relationship for as long as possible.

We work harder and smarter to make it so.

The workplace is forever changing and given the complexity of businesses it's no wonder the wider team find it overwhelming to keep up. We believe in helping people to help themselves with a straightforward framework which is accessible for all levels of experience and background.

We like to work with People-first, Values-based organisations who are willing to find out what their People really think. Not all do.

An enabler for cultural shifts and an antidote to constant change for you as an innovator to take back the business .. all with a sense of fun!



[They think ..]

We trust our People to do the right things ..

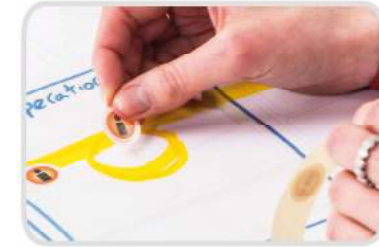
.. but we've never got enough time to invest ..

DRIVE IT!

.. we want this to be the best place to work



Norma joined a large contact centre company and was excited about her new role ..





# BIG PICTURE® PEOPLE DEVELOPMENT PROGRAMME

We truly empower your colleagues by flipping:

- Top-down, outside-in change 'done' to people with engagement as a workstream; into
- Bottom-up, inside-out change 'with' your People as the driving force.

With our specialist Delivery Partners we take:

- Passive reading Induction material and deliver doing and experiencing activities that stick;
- Impersonal Goals and provide each individual with the ability to own their own Outcomes;
- Disjointed events and weave a consistent thread through an employees development;
- Disparate messages and provide a coherent view of Purpose into day-to-day work.

Our approach is built around People Experience. That means putting yourself in their shoes and taking each point of contact as an opportunity to make their world a better place,

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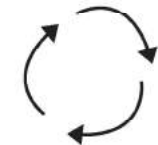


[We help with ..]

Applying

Induction

Goal Setting



Training

Performance



.. she joined as a Call Agent and used Big Picture to apply her previous experience ..





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The experience continues with regular contact points with your People- some more formal than others. We'll help you weave this into the reward framework to ensure there is a tangible payoff for the employee and the business.

And so the cycle continues ..

The result is your People being the best version of themselves they can be. You'll see evidence of their productivity over longer careers. You can see this by watching them, and their Big Picture, grow and develop with measured and lasting business outcomes.

This is a low-risk and natural framework which provides the time and the environment to face your Challenges head on and go after those agreed and highly valued Opportunities. We would love to work with you to tailor our modular programme to fit your needs.

People like us doing stuff like this!



[We hear ..]

I can have my say on my role in success ..

.. we walk the walk .. our People driving ..

.. we don't always agree but now we talk it out

SMASHED IT!



.. discovering an opportunity to WhatsApp Customers she was promoted to team lead

