

Helping Aberlour Children's Charity achieve strategic goals



We supported Aberlour's human resources (HR), payroll, and learning and development teams as they prepared to implement more people-friendly and effective systems and processes.

Empowering a growing workforce

Aberlour works proactively to beat poverty, disadvantage and discrimination in Scotland so that children and families have a brighter future. Key to achieving the charity's goals is being the first-choice employer for those with a talent and passion for giving children the best start in life.

Having grown significantly in recent years, Aberlour needed to enhance its HR capability to better respond to today's competitive employment market.

A holistic view for HR transformation

We worked with Aberlour to review and assess their HR processes, systems and practice maturity. Using our broad industry intelligence and expertise, we examined the coherence between Aberlour's strategic aims, policies and process design to inspire the team with a fresh view and help them prioritise areas for improvement.

This empowered the team to make the most of their professional capability and consider how they position themselves as a strategic partner, enabling Aberlour to become a first-choice employer with the capability to support more children through excellent services.

A trusted advisor

Acting as trusted advisors, our people and organisational change experts delivered a 360 vision and set of recommendations, including:

- Executive leadership insight into Aberlour's strategic imperatives
- An 'as-is' systems and process review
- A future vision for Aberlour's HR systems and processes
- Keystone requirements to inform a strategic systems procurement.

We supported Aberlour to confidently own its strategic future HR design:

- A shared view of strategic imperatives, aligned to a vision for HR
- Achieving buy-in for the future processes and system requirements recommended
- Promoting collaborative, cross-functional working towards the strategic goals set.

"Optimising our processes, systems and practices is key to ensuring we meet our strategic goals. CGI has been invaluable in helping Aberlour develop a plan and roadmap for HR transformation that will help us become the employer of choice in our sector."

Ros Dowey
IT Director, Aberlour



About CGI

Insights you can act on

Founded in 1976, CGI is among the largest IT and business consulting services firms in the world.

We are insights-driven and outcomes-based to help accelerate returns on your investments. Across 21 industry sectors in 400 locations worldwide, our 90,000 professionals provide comprehensive, scalable and sustainable IT and business consulting services that are informed globally and delivered locally.

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Email us at

enquiry.uk@cgi.com

