

CASE STUDY

# Digital Marketplace Co.



## Challenge

Digital-Co has approximately 1000 people who work predominantly in Australia, with some team members based in south-east Asia.

There is a very clear Company Ambition with growth targets, business performance objectives and a well-developed Product Roadmap. What wasn't as clear though was the clarity on talent and capability needed to execute on the Company Ambition.

The business was facing some decent headwinds in challenging economic conditions, calling for the design of an agile and progressive multi-year talent plan.

## Collaboration Approach

The Human Collaborative (ThHumCollab) partnered with the Chief People Officer (CPO) and executives, to conduct a series of executive and management interviews to develop a deep understanding of the strategic objectives, projects, opportunities and dependencies which are critical to the execution of the Company Ambition.

Throughout these sessions, we were able to identify the specific talent-related elements that are essential for strategy execution and success

## Results

The CPO, with ThHumCollab consolidated the findings of the executive and management engagement session into 7 key 'Themes of Success'. These were then further reviewed to design a number of initiatives, culminating in the design of a Multi-Year Talent & Capability Plan (MYTCP). The MYTCP was then presented to and socialised with the executives, managers and relevant stakeholders and subject matter experts.

ThHumCollab continue to work with Digital-Co on the design and implementation of all related projects and initiatives to bring the MYTCP to life and success