

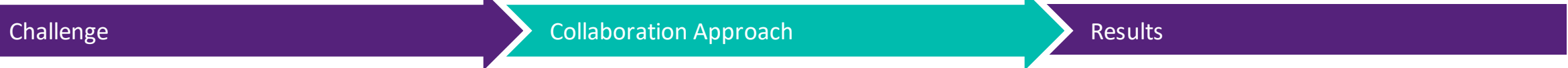


CASE STUDY

Domain Multi-Year Talent Plan



Big growth ambitions but no clear people plan → clear talent and capability plan with endorsement across the business.



Challenge

- 1000 people working across Australia and, some team members in south-east Asia.
- Clear company ambition with growth targets, business performance objectives and a well-developed Product Roadmap.
- Missing from the clear plan, was clarity on talent and capability needed to execute on the Company Ambition.
- With some decent headwinds in challenging economic conditions, the business needed to design an agile and progressive multi-year talent plan.

Collaboration Approach

The Human Collaborative was engaged to help identify specific talent-related elements to ensure the company's execution and success of their strategic plan.

By partnering with the Chief People Officer and executives, The Human Collaborative conducted company-wide interviews to understand the strategic objectives, projects, opportunities and dependencies that were critical to the execution of the company's ambitious growth targets.

Results

Between the Chief People Office and The Human Collaborative team, the findings of these interviews were consolidated into 7 key 'Themes of Success'.

These themes were developed into a number of initiatives, culminating in the design of a Multi-Year Talent & Capability Plan (MYTCP). The MYTCP was then presented and socialised across all levels in the business to ensure the key stakeholders were on board with the initiatives.

Now, The Human Collaborative continue to work with Domain on the design and implementation of all related projects and initiatives to bring the MYTCP to life and success.