

“Building Organizational Capability in a Constrained Workforce Supply Environment”

Client: Major Energy Environment Management Company

Client Challenge	<ul style="list-style-type: none"> • Internal client demand and increased regulatory requirements necessitated organization to nearly double its size and improve capability in a compressed time frame • Unable to meet staffing targets, incurring high cost per hire • Lacking processes and tools to assimilate growth and increase capabilities in the desired timeframe
Boxley Group Action	<ul style="list-style-type: none"> • Designed and implemented end to end processes and tools: <ul style="list-style-type: none"> • Workforce planning, Staffing, Onboarding, and Professional Development Program with online Competency Development and Fighter Weapons School inspired Center of Excellence (COE) model • Met staffing targets, improved candidate and new hire quality, reduced cost per hire by 80%
Results	<ul style="list-style-type: none"> • Nearly doubled engineering staff in 1 and ½ years – from 80 to approximately 150 engineers • Established World Class Professional Development Program (tools and processes) - integrated with the company’s existing internal workforce development and management processes and systems
Boxley Group Competencies	<ul style="list-style-type: none"> • Project and Program Management • Process Optimization • Organizational Design and Capability