

Case Study

Delivering the hybrid working strategy and improving inclusion within teams.

Our Client- West Yorkshire Fire & Rescue services (WYFRS)
Staff size- 100-150 (Our work was delivered to staff members at the HQ at Birkenshaw only.

OBJECTIVES

We have worked with the WYFRS on two separate programmes-
1)- To build an Inclusion Action Group within the organisation to encourage diversity.
2)- To deliver the Hybrid Working Strategy to the Managers and senior leadership at WYFRS.



SOLUTIONS

We tailored our programme delivery to address the specific needs and aspirations of the organisation.

On both the occasions, we supported our client to deliver on their plans through a series of Consultations, workshops, group discussions and training days.

The aim of both the programme's was to create safe and engaging spaces for learning and development while introducing new strategies and processes for inclusive working.

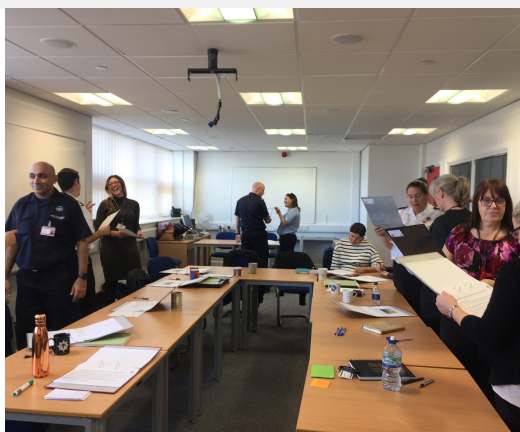
AT A GLANCE

CHALLENGES

- Skills gap in addressing Diversity and Inclusion challenges in a confident manner.
- Lack of awareness of subject that led to lack of internal champions.
- Different interpretations of hybrid working policies leading to poor communication and engagement within staff members,
- Line management skills gap in managing teams in a hybrid setting.

BENEFITS

- Reduction in skills gap in navigating through conversations in the EDI space.
- Increased sense of belonging
- Increased Training and CPD opportunities for Managers.
- Evidenced increase in collaboration and communication within teams in the hybrid setting. .
- Consistent internal communications
- Sustainable internal peer led groups launched to create space for ongoing CPD.



TESTIMONIAL



“We have worked with Minoti and TPL Experiences on multiple programmes. The overall feedback has always been great for all the workshops and training they have delivered.

The Employee survey delivered by TPL Experiences was detailed and brilliant. All those who have engaged in these programmes have found it very beneficial and timely with many commenting on the course content being informative and engaging.

I wish you all the best and I am sure we will continue to work with you in the future.”

ANTHONY DEVINE

Programme Advisor, WYFRS

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