



The brief:

The head of HR for BP's Global Refining and Marketing business briefed us to help establish a clear strategy for attracting and developing the best people in the marketplace.

What we did:

We began by exploring the overall effectiveness of current resourcing and then put together a plan of action. Bringing in external best practices, we developed a framework and measures that could be adopted by each of the businesses to ensure they could maximise talent development in the long-term.

The result:

There is now a clear resourcing strategy in place throughout the organisation. We've also extended the project further, partnering with BP to design induction and development programmes for new recruits. These are currently being piloted and will go live globally in 2011.

