

# IOM Job Canvas Case Study.

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## The client:



## Background:

The Institute of Occupational Medicine (IOM) helps organisations to create safe environments. IOM uses multi-disciplinary teams to investigate and solve environmental challenges across workplaces and residences.

## What we did:

Tailored Thinking were commissioned to design a new process to enable employees to bring their job descriptions to life and ultimately drive their own development.

We designed a personalised Job Canvas for IOM to enable people to reflect on the purpose and realities of their role. To identify opportunities for personal growth and development. To have more engaging conversations with their team leaders and to create opportunities to craft their roles and own their own development. All linked directly to the strategic goals of the organisation.

## The work covered:

- Development of a personalised & branded Job Canvas
- Training workshops for colleagues
- Personalised & branded bite-sized learning videos & reference guide
- Integration with cloud based centralised HR secure file storage system



The Job Canvas offered my organisation a fresh approach to re-defining roles and engaging people in quality conversation, regardless of the stage they were at in their careers.

Organisationally, our job descriptions had become out of date and disconnected to the day-to-day work we were doing. Quite frankly they weren't worth the paper they were printed on and were an administration headache to all involved.

We used the Job Canvas to re-connect people with the core value of their role and bring to life how that purpose linked with the purpose of the organisation. In addition it enabled our people to have quality coaching conversations related to individual development and role their play in achieve the strategic goals of the organisation.

The Job Canvas provided us with a digital platform that enabled simple capture of information which was end-user owned and led. It helped us to create a culture where meaningful career conversations have value and purpose at their centre. Ultimately, the Job Canvas enables us to improve our engagement and productivity as well as ensuring a people centred approach to our business.



## Michelle Reid

People & Operations Director

