**Crafted Working**

Business and Operational Strategies linked with Simplification

Working with our clients we provide practical advice, support, and tailor-made solutions to improve performance of the individual, their team, and the business. Successful businesses recognise that these areas are interlinked, but each area has its unique issues. We will help you design and implement individual strategies to leverage your strengths, accelerate your growth, and build capability.

Businesses can lose sight of their purpose, where they are heading, and the opportunities they may have missed. Crafted Outcomes can lend a professional ear, challenge assumptions, drive initiatives and develop a road map to move your business forward and achieve your goals. Our highly experienced team will help strategic thinking and crucially help you develop plans to achieve your goals. Simplifying end-to-end processes and working practices create enablers to accelerate key priorities, creating an efficient, up to date, and agile business model.

**Finance**

Financing is a specialist area that many businesses have little appreciation of. At Crafted Outcomes we have the expertise to understand what type of external financing is most suitable for your business and we will use our network to find the right financing partner.

**Organisation and Design**

With our clients we spend time listening to business leaders, listening to their teams at all levels, asking probing relevant questions that enable us to work with leaders using our experience ensuring that what in the future the business does and how it does business.

**Talent Management**

Does your business have the right people in the right places doing the right things and are their people available either internally or externally that the business can use to deliver improved performance? These are quite complex issues where an experienced hand is extremely helpful. Working with business leaders and others we can help identify issues that are important and need fixing, those issues that are emotional that need careful handling whilst at the same time ensuring that the business does not suffer as a result if the changes and that the employees can embrace the changes.

**Reward and Remuneration**

This by definition is a sensitive process which will be handled sensitively by Crafted Outcomes and working with the client deliver the solution that is practical, robust and what the client needs.

**Learning and development**

For too long Learning and Development has been an area that has been subject to too many initiatives, cutbacks, wasted money –you name it, it has happened. Working with the client, examining current and future needs of the business as well as looking at where skills are not fully aligned with the business needs, using internal as well as external resources we would examine both technical and management skills and then coming together to form a strategy focused on the client and their needs.

**Health and Wellbeing**

Increasingly the health and wellbeing of its workforce has been seen as a major issue for employers and their response to this issue is far from reassuring. We would work with clients, identifying where issues arise , how they can be recognised and how managers and team leaders can help to rectify the problem.

**Coaching and mentoring**

Coaching is a key management skill. Out experienced are all certified Coaches , we can work with businesses by training managers as coaches and even be coaches to employees within the business that would benefit from working with an experienced coach. Mentoring is altogether different. External mentors provided by Crafted Outcomes can be of great benefit to senior managers, not solely at that level but usually so who would benefit from external experienced mentors helping them on their career journey in all its aspects.