

## **Project Portfolio 2018**

### **Human Resources Development**

Pareas Associates has worked extensively with employers, in both the private and public sectors, to help them implement and manage their HRD strategies. Our wide range of projects include one-to-one management coaching and helping to develop a 360<sup>o</sup>-assessment tool for senior managers in industry. Some specific examples of our client work are shown below.

#### **Awarding Bodies**

##### **Interviewing Principal Examiners**

Pareas Associates was commissioned to interview and select candidates applying for the role of Principal Examiner for Functional Skills Maths and ICT. The role was to be undertaken for four awarding bodies – **IMI Awards, ITEC, Skillsfirst Awards** and **EAL**. Four principal examiners were successfully recruited.

#### **The Open University**

##### **One-to-One Mentoring**

We were contracted to provide support to the Open University's market research department by offering a one-to-one coaching and mentoring service for recently appointed staff.

#### **Leicestershire Social Services**

##### **Employment Initiatives**

We completed a project for Leicestershire Social Services to develop vocational assessment tools for managers to use to help long term unemployed people with disabilities in their search for work.

#### **British Library**

##### **Library Assistant Selection**

Pareas Associates was commissioned to develop the assessment process for selecting library assistants. The project involved working closely with both the British Library management team and trade union representatives.

#### **British Library**

##### **Redeployment Project**

Pareas Associates carried out a redeployment matching process among staff at the British Library across a range of posts, grades and specialisms during a period of major re-organisation and change.

#### **Ramada Jarvis Hotels**

##### **Personal Development Planning Workshops**

Pareas Associates worked, as part of a collaborative project, to devise and run personal development planning workshops for senior managers from the company's hotels across the UK.

##### **360<sup>o</sup> Assessment Tools**

We developed 360<sup>o</sup> assessment tools and processes for senior management – and helped the company to implement and evaluate a system in house.

#### **Commended Hotels of Scotland**

##### **Developing a Centre of Excellence for SVQs**

Pareas Associates worked, as part of a project team over a two-year period, to initiate and develop a flexible and effective model for the training, development and assessment of staff across all the consortium's hotels.

## **National Council for Vocational Qualifications (NCVQ)**

### **'Your Questions Answered'**

We developed a guide for NCVQ to assist assessors and verifiers' decision making in assessing GNVQ students carrying out group work.

## **Department for Education and Employment (DfEE)**

### **Developing Facilitation Skills for Managers**

We developed a three-day workshop, plus follow-up process, to equip DfEE managers with the facilitation skills they needed in their roles.

## **North Yorkshire Training and Enterprise Council**

### **The Learning Company Project**

We helped North Yorkshire employers to implement NVQs and embed them within their businesses – and in identifying best practice, provided guidance to other companies.

## **GNVQ Awarding Bodies**

### **Protocols**

We worked with the three GNVQ awarding bodies to produce a document on the protocols of external verification – leading to a harmonised approach.