

# Our approach to...

## ...Operations

We know all organisations, their people, tools and challenges are different. And while we tailor all of our work to fit our clients, here's an overview of the kind of approach we take to drive successful Performance, Learning and Talent operations.

Apples Performance & Learning

Be your best. Do your best. Your way!



### STRATEGIC ALIGNMENT

We get to know you, your business, and functional strategies, so your Operations team can be fine-tuned to directly drive business results.

### BUSINESS & PEOPLE NEEDS

Your Operations team customers are business areas and people. So getting to know what they *need* will directly inform the changes we make.



### TOOLKITS, PRODUCTS AND PROCESSES

We build toolkits, help define products, and create processes that support your Business and People needs to support your strategy and business objectives.

### SKILLS AND CAPABILITIES

When it's clear that your operations are aligned, and you have the right toolkit, next we define the skills and capabilities you need to make your Operations team fly!



### CHANGE MANAGEMENT

None of this works without a strong plan to drive and embed the change to your Operations, so we ensure every Operations team member, stakeholder and customer of your Operations team is brought along the change journey to share in the success.

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