



Learning & Talent Consulting

Strengthening your learning
function's strategy, skills and impact

hpc • Learning &
Talent Consulting

Building Capability
Elevating your Offering
Redefining your Strategy



A powerful learning function ultimately drives business success

“The leaders of L&D functions need to revolutionise their approach by creating a learning strategy that aligns with business strategy and by identifying and enabling the capabilities needed to achieve success.

McKinsey & Company

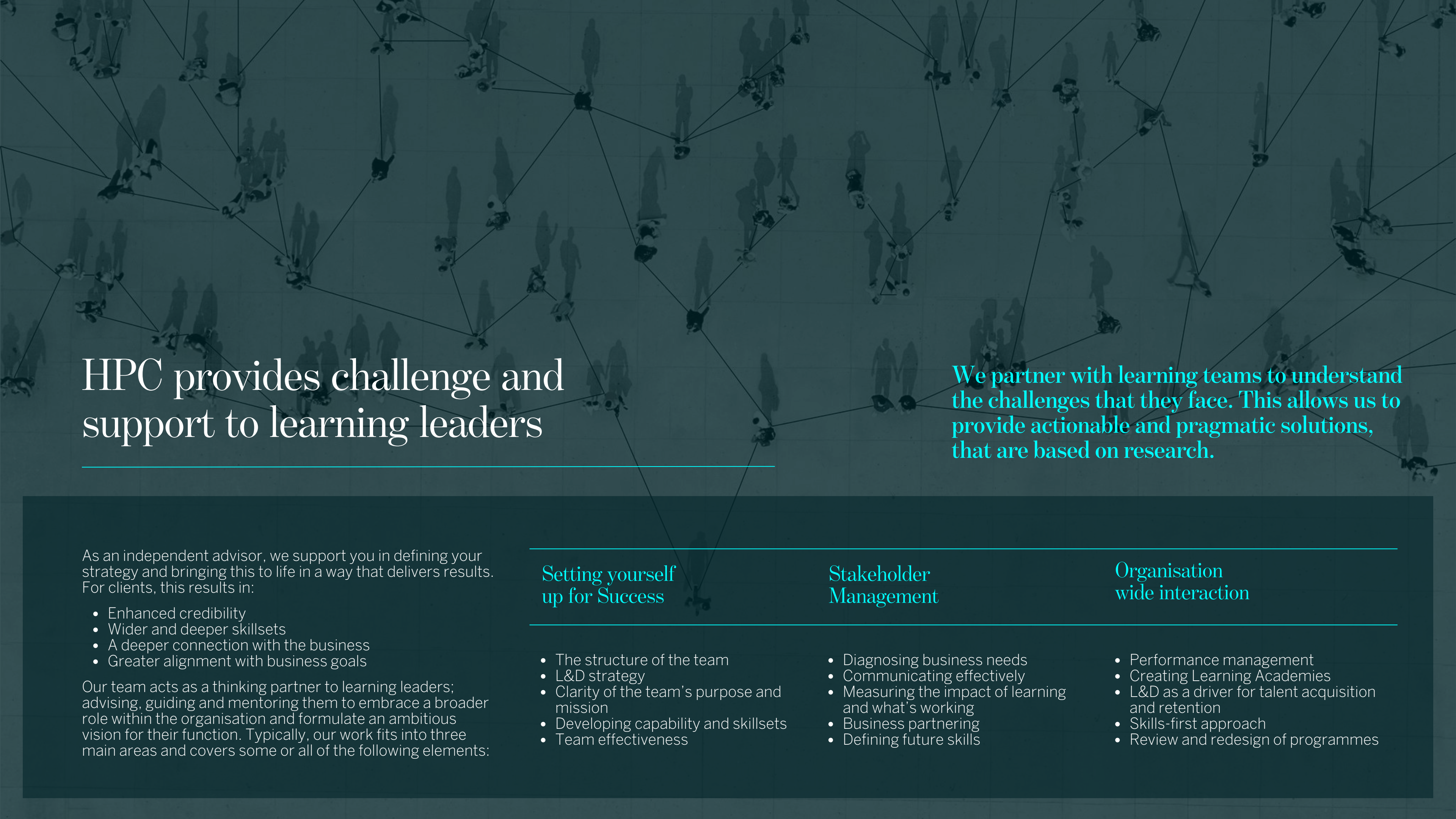
Learning teams are under increasing pressure to demonstrate the value that they add - by building capability for the future, ensuring optimum people performance and measuring the impact of their learning solutions.

In an era of rapid technological advancement and evolving workforce expectations, an effective and impactful learning function is essential. It drives organisational agility, equipping individuals and teams with the skills required to navigate the future of work.

Learning needs to move beyond its traditional role to become a strategic and data-driven function that drives business performance and future skill development.

HPC works in partnership with learning leaders and their teams to strengthen their strategy, skills and impact. Our work enhances the impact and profile of learning teams across the business and with senior stakeholders.

To achieve this, HPC provides advice, support and capability-building solutions to learning leaders and their teams.



HPC provides challenge and support to learning leaders

We partner with learning teams to understand the challenges that they face. This allows us to provide actionable and pragmatic solutions, that are based on research.

As an independent advisor, we support you in defining your strategy and bringing this to life in a way that delivers results. For clients, this results in:

- Enhanced credibility
- Wider and deeper skillsets
- A deeper connection with the business
- Greater alignment with business goals

Our team acts as a thinking partner to learning leaders; advising, guiding and mentoring them to embrace a broader role within the organisation and formulate an ambitious vision for their function. Typically, our work fits into three main areas and covers some or all of the following elements:

Setting yourself up for Success

- The structure of the team
- L&D strategy
- Clarity of the team's purpose and mission
- Developing capability and skillsets
- Team effectiveness

Stakeholder Management

- Diagnosing business needs
- Communicating effectively
- Measuring the impact of learning and what's working
- Business partnering
- Defining future skills

Organisation wide interaction

- Performance management
- Creating Learning Academies
- L&D as a driver for talent acquisition and retention
- Skills-first approach
- Review and redesign of programmes

An evidence-based approach to measuring the impact of learning

“If applied and analysed correctly, data can be a game changer within the functioning of corporate L&D and help the function earn their spot as a strategic partner.”

EY Insights

We partner with you to demonstrate your impact across the organisation through data and storytelling. We also support you in identifying the critical elements of your approach that are yielding the most significant behavioural change. Our experience is that by demonstrating the value of learning, learning leaders get greater stakeholder buy-in for future initiatives.

We help learning teams collect the right data at the right time from the right people. Going beyond traditional impact metrics, we utilise several different methodologies and technologies. This aggregate data can include individual performance impact, employee engagement, team effectiveness and business improvements.

The result is evidence-based metrics, which help our clients assess the learning journey, understand performance gaps and guide stakeholder decisions.

Impactful advice and measurable solutions that drive change and growth

A photograph of a building at night with the word 'HOTEL' in large, illuminated letters on its facade.

Assessing the Impact of High Potential Programmes for a Leading Hospitality Brand

Our collaboration validated the success of our client's high potential programme and demonstrated a significant return on investment. The compelling evidence presented enabled our client to secure funding for an additional three years of the programme - fostering the growth of future leaders across the organisation.



Developing a Comprehensive Learning Strategy for a Leading Utilities Provider

We developed a comprehensive learning strategy that provided a clear roadmap for our client's current and future learning needs. The strategy was aligned with the organisation's people strategy and rooted in the business strategy. It resonated deeply with stakeholders, providing the learning team with the credibility to support the delivery of the business strategy.



Enhancing Internal L&D Consulting Capabilities in the Technology Sector

We helped the learning team build the skills needed to shift from order takers to strategic partners. Practical frameworks helped the team diagnose client needs and challenges, and new skills allowed them to have purposeful, consultative conversations. The team now operates with greater clarity, confidence, and credibility - delivering greater value across the organisation.

Meet our Team

Our team are former senior L&D and HR leaders across a wide range of sectors. In their roles, they have had responsibility for leading cross-functional teams, managing extensive change, cultivating a culture of continuous improvement and implementing strategic initiatives that consistently supported organisational growth.

Find out more
about our team



DONAL PRIOR

Donal held senior HR and L&D roles in Diageo for more than 20 years. Across commercial, manufacturing and distribution environments, he drove strategic organisational performance through innovative learning experiences and talent development initiatives. He has experience of restructuring learning functions; executing performance-focused learning strategies; and leading major organisational change initiatives.



FERGAL O'CONNOR

Fergal has designed and delivered impactful HPC behavioural change programmes for almost 20 years. He also provides consultative reviews of existing programmes, recommending ways to deliver tangible Return on Expectations. His work provides a roadmap for maximising the impact of learning solutions, strengthening the learning architecture and ensures alignment to organisational culture and strategy.



JONATHAN LOGUE

Jonathan has more than 25 years of experience in both consulting and in-house roles in Talent Development across O2 Ireland, PwC and LinkedIn. As a practitioner and senior business leader, he understands the importance of taking a systemic perspective to complex talent problems, and in creating innovative solutions for clients that support their own ambitions.



MARY-JANE HALPIN

Mary-Jane has extensive experience in senior HR leadership roles across financial services and professional services in Ireland - including Cornmarket Group Financial Services, Matheson, Royal London, BDO and Mars Capital. She is committed to fostering inclusive workplaces, driving performance excellence, and cultivating a culture of continuous improvement.



NEIL CODY

Neil's 25 years of experience includes in-house roles for global brands, including Twitter, PayPal, and Dell, where he led the deployment of strategic learning and development, coaching and technology-enabled solutions. He harnesses his creative, consulting, and relationship skills to help clients ignite a culture of learning and align their learning strategy to achieve business objectives.



SARAH DAVIES

Sarah started her career as a senior L&D consultant at the London Stock Exchange, followed by 11 years at BAE Systems where she held various positions including Head of Human Resources. Her L&D experience gives her the credibility and perspective to design and deliver solutions of strategic organisational importance – from emerging leaders to senior and board level executives.



Talk to us

We work with learning teams who need to elevate their approach and align it with their broader business strategy. As a result, they've strengthened their power to influence organisational direction and drive positive change.

If you'd like to discuss your learning team's needs, how to shape the appropriate solution and the value it can add, talk to us. We'd be happy to share our team's experience, impact and insights with you at any stage.

Contact:

Fiona Claridge

Client Director

fiona.claridge@wearehpc.com



wearehpc.com



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