

# CASE STUDY

## Organisation Change Financial Services Sector

### Background

**Harmonics** were retained by a European Bank to provide Strategic HR and Organisation Design support to the local Leadership team with the establishment of a new Global Services Centre in Dublin.

### Challenge

The Bank wanted to transition work from global locations to a Global Centre of Excellence in the IFSC and required our support to create a new Organisation Design, Career and Reward Framework, Onboarding Proposition, Leadership Framework and Change Communications.



### Solution:

**Harmonics** partnered with the client to deliver a fit-for-purpose Organisation Design and built out a robust Onboarding Process to deliver an enhanced Employer Value Proposition.

We also reviewed the career pathing and the reward framework, so employees could clearly see the potential internal career pathways to increase retention rates. We worked closely with the local Dublin Leadership team to deliver the project over an intensive 4 month timeline.