



### CLIENT UPDATE

**HM Prison Service:** Orion are continuing to support HMPS in the planning and execution of the implementation of their new HR operating model. We have been working with the Service to develop their overall change strategy for the introduction of HR Shared Services and their new HR Business Partner role to 130+ locations across England and Wales. This work includes developing an approach to and managing the assessment of internal and external candidates across the country.

We have also been able to advise them on the design of their HRBP development programme for new HRBPs to support their transition to their new roles and have played a major role in developing and implementing the business change strategy for the broader Shared Services programme. We have been responsible for co-ordinating all the activity to prepare the management and staff of prisons for the changes. HR will be one of the range of services provided by a landmark shared services centre in Newport Gwent, which from 2nd May is also providing comprehensive Finance and Procure to Pay support to the 130+ establishments in England and Wales.

**BAA:** Orion have been working extensively with British Airports Authority (BAA) to design development centres and career paths for the HR team across BAA's seven airports and their Business Service Centre near Glasgow. In parallel we have completed an extensive training needs analysis and have identified learning solutions to support BAA's HR team as they move to their new HR operating model during 2006.

### THE INDIAN OFFSHORE ADVANTAGE

#### *How Offshoring is Changing the Face of HR*

Offshoring to low-cost environments is a process that has gathered pace over the last five years, and the HR function is an obvious potential candidate for such a strategy. Orion Partners' recent publication: *The Indian Offshore Advantage*, is a definitive research report, for any organisation considering this step. The report explores the business drivers for offshoring HR, and the various strategies available for tactical, process, transformational or strategic purposes. It describes the environment and the main potential partner organisations in India. There's also a complete guide to the process steps for offshoring, should you decide to go this route.

Ian Hunter will be chairing a Thought Leadership Breakfast event on the topic at One Aldwych on 25th May. Places are limited, but please contact [catherinepurcell@orionpartners.co.uk](mailto:catherinepurcell@orionpartners.co.uk) if you are interested in attending.

### HR BUSINESS PARTNERS FORUM

Orion Partners hosted the first HR Business Partner forum on 2nd May at Waterstones, on Piccadilly, London. The attendees included HR Directors and Business Partners from a range of private and public sector organisations. The Forum focuses on the debate and dissemination of innovation and best practice for those in HR Business Partner roles. It combines an opportunity to mix socially and intellectually with those in similar roles, in leading private and public sector organisations.

For the first event the group tackled the question; *"HOW BEST TO EVALUATE HRBP PERFORMANCE, PERSONAL AND BUSINESS IMPACT – THE MEASURES AND AREAS OF FOCUS THAT MAKE A DIFFERENCE"*. The debate was facilitated by a small number of the Orion team, but was driven by the attendees. The group identified a number of approaches for HR professionals to best demonstrate performance and in turn cement their role in the business. The group tackled some of the barriers to implementing their ideas and were able to share experiences in overcoming them.

The initial feedback was that it was very productive opportunity to reflect on the challenges facing HR professionals in HRBP-type roles. One of the attendees from a central government department commented that it was "a great opportunity to share ideas across the public and private sectors, that it has been difficult to find elsewhere". Others commented on the range of views discussed and experiences that could be shared from seemingly unrelated sectors.

The discussion points and conclusions are circulated to Forum members whether they are able to attend that event or not. If you would like to join the forum please contact [simonconstance@orionpartners.co.uk](mailto:simonconstance@orionpartners.co.uk), 07815 740 645. The Forum will meet again in September.

### CONTACT US

If you would like more about how Orion Partners can help your HR function give a better service to the business and at reduced cost, please contact us on +44 (0) 20 7078 6566

Or email us on: [partners@orionpartners.co.uk](mailto:partners@orionpartners.co.uk)

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### EVENTS

Orion Partners are delighted to be a sponsor of 3rd Annual Shared Services for the Public Sector event, taking place on the 27th and 28th June in Nottingham.

Jane Saunders, Managing Partner at Orion with Steve Hodgson, Head of HR Service, HM Prison Service will be discussing the steps for planning and launching a Public Sector Shared Service including:

- Analysing the business case creation and approval;
- Assessing your programme mobilisation;
- Designing and building Shared Services;
- The implementation phase;
- Ensuring continuous improvement in your SSC.

For further information or if you would like to attend this conference please see [www.orionpartners.co.uk](http://www.orionpartners.co.uk)