

CASE STUDY 03

TEAM DEVELOPMENT & FACILITATION AT MONEYSUPERMARKET GROUP

COMPANY: Moneysupermarket Group
INDUSTRY: Fintech
LOCATION: United Kingdom
CATEGORY: Culture & Engagement

Moneysupermarket
Group

For the HRD of this FinTech business, we delivered a number of key activities over the course of a year, which included:

- Creating clarity across the team around the wider business strategy.
- Ensuring there was alignment and commonality of language in the HR vision.
- Uplifted the capability of the team to become strategic business partners and influencers.
- Driving greater collaboration across the team to ensure that they worked more effectively together.
- Developing core HR skills across the team, so that everyone was operating at the same level.
- Building confidence across the HR team so that everyone felt respected, empowered and trusted to do their job.



'Jo consistently delivers high quality work products, thought leadership in digital learning management..... As a pragmatic leader and a realist, she can grasp ideas in a holistic manner and still pay attention to minor details.'

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Where do I start?

There is so much I want to learn and develop. Where do I start?

There is a lot to consider about what you need to develop and why before you start to select options for how you address your development needs.

To support your thinking, a good place to start is drafting and discussing a Personal Development Plan (PDP). You can do this on your own, though you may find it beneficial to have a conversation and discuss what is most important to you and your growth in your role and career with your Line Manager.

To prepare for your conversation, it's worthwhile having a look at your most recent appraisal output and having a chat with colleagues you work closely with. If you work best using a framework, have a think about your development at MSMG using the following questions:



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Q&A

I need to gain a recognised qualification, how do I make a request?
If you would like to pursue a recognised qualification that costs in excess of £1000, please refer to our Sponsored Education policy and guidelines.

I need to find out more information on a particular skill but think I could cover this off through engaging with a colleague. How do I know who has this skill in our business?

Our **Who'sWho** Directory can be found on The Hub (MSMG Intranet). It is the place where you can learn more about who your colleagues are, what they do and how they can help you. You can search for a colleague who has specific skills you might need and contact anyone in our business by email or by phone too.



One thing that is guaranteed is that development is always popular so although we will continuously look to improve our offering, we do have to work within a budget. The good news is that as we analyse the learning needs annually, we know where each of our brands and functions have similar learning and development themes so we pool our resources centrally so we can use our budget to offer more spaces across the Group.

If you prefer course based learning, there are also many different ways that you can develop your skills to use in the workplace that don't have to be costly. Why not sign up for a MOOC (Massive Open Online courses that are powered by some of the world's top universities) through our preferred websites of **Futurelearn, Coursera, EdX** – on these sites, you can gain accreditation from recognised establishments and manage your learning at your own pace.

