



*“The development centres and the training have been universally well-received within Fastflow Group. I also appreciated the creativity and inspired thinking during our design and preparation meetings.”*

**KEITH BALLANTYNE,  
GROUP HR DIRECTOR**

## **THE CLIENT**

Fastflow Group, a leading mid-market asset maintenance company comprising multiple businesses and with over 600 employees nationwide. Their support services enable water, social housing and energy asset owners to operate effectively.

## **THE ISSUE**

Fastflow wanted to identify the top talent from each of their businesses that until now had been relatively hidden within each part of the organisation, and give them the opportunity to develop their skills and interact with people from across the entire Fastflow Group.

## **OUR SOLUTION**

The ‘Rising Stars’ programme was created. We designed and developed a series of Development Centres. These allowed each participant to gain detailed feedback from observers about their performance over several work-based tasks with clearly defined needs. We also designed a number of skills workshops to address issues such as presentation skills and using strengths.

## **RESULTS**

Participant feedback shows the development centres and skills workshops have been very well-received. Skills deficiencies are being addressed allowing participants to quickly achieve their potential. The coming together of high-potential individuals from across the different businesses is helping to create a common Fastflow Group culture.