

Short-term attachments and long-term secondments

WIG People Exchange

How it works

WIG works as a cross-sector 'exchange' for organisations looking for people with particular skills and individuals seeking experience in another sector. It may be a business needing specific expertise for a project, or an organisation wanting to broaden the experience of key individuals. Every exchange is tailor-made and can be part-time or full-time, via short attachment or by long-term secondment.

- ▶ **Short-term attachments** tend to be carried out on a part-time basis, ranging from 15-20 days up to a three-month period. The flexibility means you can carry on with the day job whilst swiftly gaining an insight into another sector. Short-term attachments are normally for a project-based assignment, where the host organisation is looking for specific skills or experience.
- ▶ **Long-term secondments** are full-time immersion. You leave your normal work responsibilities for a period of anything from four months to one year and take on an agreed role within your host organisation.

What it delivers

For an individual, a short-term attachment or long-term secondment is a unique development opportunity. The short-term attachment or long-term secondment will be designed to meet specific learning objectives and business needs, but the benefits will be more wide-reaching as you get to experience the different operating constraints, the different culture and the pressure points of daily life in another sector.

For your parent organisation, the main benefits are on your return; access to new knowledge, perspective, skills and understanding gained during the attachment or secondment.

For the host organisation, a short-term attachment or long-term secondment provides an opportunity to tap into high-calibre skills or gain a fresh perspective on a shared issue from another sector.

Making it count

Dave Foley is the Estates Strategy Director at HM Courts Service, an Executive Agency of the Ministry of Justice. WIG arranged a short-term attachment for him with KPMG. In the UK, KPMG provide audit, tax and advisory services with over 10,000 partners and staff based in 22 offices.

Dave's attachment was over a number of weeks, allowing him to provide strategic input at the final report stage of two separate client assignments whilst giving KPMG a practical insight into the workings of central government.

Attachments and secondments will provide you with hands-on experience of business in another sector.

They offer practical opportunities to build understanding and establish networks, providing lasting benefits to you and your organisation.

In over 20 years of running exchanges, WIG has yet to hear from someone who hasn't gained from time out working in a different sector.



WIG

connecting the sectors

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Graham Wood, Manager, Corporate Finance at KPMG points out "The firm has a certain level of understanding already, as it has a number of central government clients. However, Dave provided clarity on the nuances of the general pressure points within the public sector environment which was invaluable, particularly in the context of public sector financial cycles."

For Dave, the experience helped him to re-appraise how to get the best out of his own teams. He says he gained some genuinely new pointers into how teams, and individuals within teams, can be motivated to harness particular skills.

Dave comments "What struck me at KPMG was how adept the firm is at organising itself to ensure maximum efficiency to allow projects to progress and to meet client deadlines, whilst at the same time engendering a genuine sense of enthusiasm in its staff and project teams."

As a result of the experience at KPMG, Dave has put in place changes within his own organisation, including re-configuring his staff into smaller teams which are more tightly focused on specific areas of delivery but have a higher degree of autonomy.

Work strands are now set up on a modular format, the aim being to achieve a quick turn-around on outputs whilst retaining enthusiasm and creating a sense of ownership by departmental staff.

Assessing his period in the private sector, Dave is clear that the attachment, albeit quite short, was challenging but extremely rewarding.

He observes "Working in the public sector, I feel is extremely valid and can make a genuine difference; however, it is important to be open-minded, see that lessons are learnt from the best ways of working in the private sector and apply those principles, where practicable, in a public sector environment."

What it costs

A cross-sector short-term attachment or long-term secondment costs £1500 + VAT. £500 (non-refundable) is payable on registration and the remaining £1000 on successful matching of a candidate with a host. Discounted rates may apply for the voluntary sector.

What next?

If you are interested in a short-term attachment or long-term secondment or would just like more information then please call the People Exchange team on [020 7222 1166](tel:02072221166) or email peopleexchange@wig.co.uk

All WIG non-executive appointments, mentoring, short-term attachments and long-term secondments are on the WIG web site at www.wig.co.uk

"The opportunity to experience those different approaches, whilst gaining a practical private sector perspective, has really been worthwhile. It has stimulated my thinking and enabled me to amend my mind-set to consider new methods of working, whilst assisting with the overall development of my own management and leadership skills."

Dave Foley
HM Courts Service

People Exchange opportunities available through WIG include:

- Short-term attachments
- Mentoring
- Long-term secondments
- Insights
- Non-executive opportunities