

# Designing an Effective People Strategy

**Company Name: Essential Energy**  
**Industry: Energy & Utilities**  
**Revenue: \$1 Billion (AUD)**  
**Employees: 3000+**



## Mission-critical priority

Develop a robust strategy for people and safety, as well as strategic workforce planning



## How Gartner helped

The client used:

- **Gartner research and tools** to define objectives and measure success
- **Gartner advisory meetings** for personalised guidance and insights
- **Gartner expertise** to review and refine documents and presentations



## Outcome

With support from Gartner for HR, the Chief People Officer was able to:

- **Increase efficiency and facilitate discussions:** Broaden thinking and exposure to diverse perspectives
- **Clarity in decision-making.** Instill confidence to streamline focus and prioritisation of key initiatives
- **Get up to speed in a new role:** Help the client enhance HR knowledge and successfully transition into her new role

“The Gartner service is much more than just thought leadership articles. I certainly encourage people to have a look at it and understand the full suite.”

Amalie Smith, Chief People Officer, Essential Energy