

# Maximizing Strategic HRBP Impact

**Company Name:** Thales Group  
**Industry:** Manufacturing  
**Revenue:** \$1.6 Billion (Australia)  
**Employees:** 4300 (Australia)



## Mission-critical priority

Maximizing HRBPs time and impact, by finding the right balance between strategic HR, business partnering and operational HR.



## How Gartner helped

- **Gartner experts** helped the client direct HRBPs on how to balance their time between strategic work, operational work, and mixing the requirement to have people in the office.
- **Gartner research** including data and case studies to help make decisions about their strategy.
- **Access to people** broadened the clients thinking on how to direct people and maximize work productivity.



## Outcome

With the support of Gartner, the VP was able to:

- **Improve efficiency**- not only gain access to the research, but also get to talk to experts in that specific research area.
- **Improve decision making** - gives the client someone outside the organization that has lots of experience in that challenge.

“The benefit of Gartner is that you get the research, but you also get to talk to experts in that area, and that’s where the value is different.”

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Ronan Carolan, Vice President, Human Resources, Thales Group