

# THE AQUARIAN



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## Introducing Voyager



**AQUARIUS CONNECTS PEOPLE AND ORGANISATIONS  
TO MAXIMISE ENGAGEMENT, EFFECTIVENESS AND PERFORMANCE**

The Aquarius Management Consultants newsletter

## Welcome to this newly branded edition of our newsletter – The Aquarian.

In fact, over the past few months we have taken our company through a complete rebranding exercise in an effort to better reflect who we are and what we do. In this edition of the newsletter, we tell you more about our rebrand. We also introduce Voyager – a new approach to HR that embraces new technology. We are excited to share with you details of a global capability framework that we have implemented at RSA. We hope that you find this edition of our newsletter both interesting and informative. Please do not hesitate to contact us directly at any time. We look forward to hearing from you.

*The Aquarius Team*

# Introducing Voyager – The Art of The Possible



At Aquarius, clients are increasingly asking us to provide them with solutions that can be delivered through their intranets – solutions that are sustainable over the longer term. In recent years we have been involved in designing engaging employee and manager experiences at the front end, while providing efficient technology solutions for the back end – as well as playing our traditional role in helping customers to develop the right solution for their needs.

Voyager is a way of showing how a range of contemporary HR services could be delivered to your managers and employees in a way that is both efficient and engaging, delivering:

- **For your organisation**  
*Improved organisational effectiveness, cost efficiency and good governance*
- **For your employees**  
*An attractive, consistent, integrated employee experience*

The Voyager approach is not based on wholesale replacement of existing services and solutions but rather on integrating them at the employee/manager interface level, building on the best elements and adding value as needed.



## CASE STUDY



### RSA: Global Capability Framework

RSA is a FTSE 100 company listed in London, one of the world's largest and most successful insurance groups, insuring over 20 million customers and employing 22,000 people worldwide. Aquarius was appointed to develop a global capability framework to support career development, performance, retention and cultural alignment.

We worked closely with RSA to design and develop a single, global framework that provides a consistent method of describing and measuring people capabilities across every function in RSA. This Global Capability Framework has been successfully implemented across the organisation and has been translated into 14 different languages. It supports and enables capability development activities of all kinds. This provides substantial benefits to employees, managers and the organisation as a whole.

#### PARTNERS



Behind the scenes we offer a unique, cloud database solution for managing role and job information, unlike traditional HR systems based on employee data. This not only connects a wide range of HR services but also offers added benefits around the governance of role information – particularly important for organisation design and regulatory compliance.

However, technology is not a substitute for conversation! At Aquarius, we are first and foremost consultants. We passionately believe there are many things that are best done by people, for people, face to face. Voyager simply makes use of technology to demonstrate some of what is possible – how you choose to use it is up to you!

#### FIND OUT MORE

To find out more about Voyager, and/or to request a demonstration, please contact:

**Penny West**, E: [penny.west@aquariusconsultants.com](mailto:penny.west@aquariusconsultants.com)

#### CASE STUDIES

Read more about this and other Aquarius case studies on our website, [www.aquariusconsultants.com](http://www.aquariusconsultants.com)

*"It has been a pleasure to work in partnership with Aquarius to develop and implement the Global Capability Framework in RSA. Their knowledge and experience provided a great platform for the development of RSA's framework and its flexible approach enabled us to adapt to the different needs and timescales of the regions and countries across the globe. As implementation transitions into 'business as usual' Aquarius has continued to support RSA as we refine and refresh the framework, reacting promptly to our needs and always with a professional approach combined with a sense of humour."*

*Sam Healey, Group Organisation Development Leader – Organisational Effectiveness*

# The Aquarius Rebrand

Earlier this year Aquarius Management Consultants took the decision to rebrand. Since its establishment in 1996, it is fair to say that the company and the industry have evolved in many ways. We are excited and energised by our rebrand as we believe that our new image and messaging clearly reflect our core values – professional, practical, balanced, flexible and honest. We encourage you to browse our website to get to know us better, [www.aquariusconsultants.com](http://www.aquariusconsultants.com)

## WE BELIEVE

- **Effective Organisation is about more than structure and should support and enable differentiating organisation performance**
- **Engaged Employees add value to organisations by delivering greater retention and higher individual performance**

## WE DELIVER

- **Realistic, connected solutions tailored to the business context and technical requirements**
- **Sustainable solutions based on transferring knowledge and building expertise within client organisations**
- **Wide-ranging support for implementation: from governance models to web-enabled delivery strategies**

At Aquarius we think balance and perspective are important. Despite the tough economic conditions we are experiencing - we feel it is vital to remember there are others in the world for whom the challenge is far greater and more fundamental. Therefore, Aquarius is proud to nominate WaterAid as its chosen charity this year. WaterAid transforms lives by improving access to safe water, hygiene and sanitation in the world's poorest communities. To find out more or to make your own donations, see [www.wateraid.org](http://www.wateraid.org)

In support of  


Charity Registration Numbers 288701 (England and Wales) and SC039479 (Scotland)

## CONTACT US

To request information on Aquarius and how we might be of service to you, please call us directly:

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