VIMA GROUP

SDO Reset: learning experience from practical training, coaching and advice

THE CLIENT'S CHALLENGE

Defence Digital (DD) is responsible for ensuring that effective digital and information technology (D&IT) is put into the hands of the military and business front line. As part of the Service and Delivery Organisation (SDO) Reset transformation programme, VIMA Group (VIMA) supported the client with the professionalisation of their project delivery workforce.

This wide-ranging programme required targeted and specialist support in three specific areas:

- Support to launch the inaugural Defence Digital Risk and Planning Graduate Programme.

- Mapping and aligning project delivery, engineering and logistics competencies to roles and career pathways.

- Planning and implementing a roll out of a scaled agile delivery methodology, which would be appropriate for the Defence Digital organisation.

BRINGING A LASTING LEGACY

VIMA provided DD graduates with a learning experience based on practical training, coaching, and advice. This has resulted in graduates being able to add value to Defence Digital in a relatively short space of time, and has seen several of the cohort achieve promotion within the organisation.

By aligning roles and career pathways with recognised professional frameworks, Defence Digital personnel will be able to manage their learning. They can develop in a way that is better structured, and benefits both themselves and the organisation.

We provided value-for-money tools and products that ensured staff development would be ongoing, by reusing training materials and on-demand learning services

HOW WE HELPED

Our collaborative, learning-focused approach has enabled DD to make the best use of their investment, and achieve tangible, sustainable change within their organisation.

- **VIMA provided expertise** in Programme, Project and Portfolio Management (P3M), Learning and Development (L&D) and Transformation, working to improve performance across a wide range of functional disciplines.

- **We worked with DD Subject Matter Experts** to develop a range of targeted training outcomes, course content, coaching / mentoring interventions and delivery methods. The goal was to increase levels of knowledge across the team, from graduates to expert practitioners.

- **We engaged across different professions** (Defence Digital Project Delivery, Engineering

and Logistics) to define key roles and enable alignment with professional frameworks. This included the pan-government Project Delivery Capability Framework, Digital, Data and Technology Skills (DDAT) Framework, and the Chartered Institute of Transport and Logistics. We were able to connect Defence Digital with wider skills initiatives through this work.

- **VIMA partnered with SAFe specialist trainers** and practitioners to provide strategic advice and delivery support to the DD Lean/Agile transformation programme. This collaborative approach gave DD access to specific skill sets exactly when needed.

- **The sympathetic and appropriate implementation of SAFe** has enabled Defence Digital to continue its journey to become a digital delivery agency, while still being able to support its long-term IT and communication-based projects.

ACHIEVING SUCCESSFUL OUTCOMES

By offering a wide range of learning mediums and 'on the shoulder' training, our professional P3M L&D team has become trusted to deliver successful outcomes every time.

1. The first cohort of graduates has now completed the classroom delivery phase of the Programme. Early feedback from graduates and line managers has been extremely encouraging, with the graduates already showing a positive impact within their teams and in terms of their own progression.

2. The Graduate Programme courseware has been supplemented and re-purposed to deliver introductory awareness training across the wider organisation. These disciplines

include Risk Management, Planning, Project Management, Technology, Commercial and Finance. Some of this material has been delivered in an on-demand digital medium, providing ongoing value to the client.

3. There are now career pathways for 19 distinct project delivery roles, including four different practitioner levels. These will enable employees to better understand the opportunities open to them, and the skills they need to achieve them.

CAPABILITIES WE PROVIDED

To find out more about our transformative training services, please speak with **Darren**

Connect with Darren

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