PEOPLE FIRST ™

People First™ is a people-centered organizational development program designed to align skills, behaviors, and career advancement with the company's strategic and operational challenges.

Its approach combines tools such as purposeful coaching, goal-based feedback, skills matrix connected to training plans, and support in the development of technical and general competencies.

Problems it solves

- Low commitment and alignment between daily work and long-term goals.

- Teams with ill-defined roles or outdated competencies.

- Training plans with no connection to true skills gaps.

- Difficulties in managing technical talent or internal potential.

- Absence of systematic feedback and performance monitoring processes.

- Lack of preparation to take on new challenges or leadership.

Proceeds

- Strengthen individual engagement through clear goals and effective feedback.

- Improve the assignment of roles and responsibilities, based on evidence of real skills.

- Closes gaps between the needs of the operation and the profile of the people through tailor-made training.

- It generates an environment of continuous learning, where technical and human development is part of the company's operating system.

- It connects personal growth with continuous organizational improvement, increasing the sustainability of results

Who is it designed for?

It is designed for companies that believe in the value of people as a driver of change and sustainable performance. Especially useful for organizations looking to align team skills with technical, cultural, and strategic business challenges. Target middle managers, team leaders, training managers, and cultural transformation leaders

Methodologies and timing (Suggested Implementation Plan)

People First™ is implemented as an adaptable modular system, with targeted interventions based on the company's diagnosis and priorities. Activities can be done in short cycles of 2 to 8 weeks, focused on:

1. **Capacity diagnosis** (skills matrix + interviews or training mapping).

2. **Leadership workshops and feedback** with middle managers and leaders.

3. **Design of individual or team development plans**, aligned with the objectives of the area.

4. **Technical or soft skills training**, depending on gaps detected.

5. **Installation of follow-up and coaching routines**, with accompaniment or transfer of methodology. Incorporation of feedback and coaching into the standard routines of supervisors and managers

People First™ – Suggested Modules and Estimated Duration

Module	Objective	Estimated duration
Skills diagnosis and training matrix	Map current capabilities and gaps to be filled	1 to 2 weeks
Leadership and feedback workshop	Develop leadership skills, effective feedback and team management	1 day/2 sessions
Individual Development Plans (IDPs)	Designing paths for personal and professional evolution	1 week + follow up
Technical or soft skills training	Train according to specific needs (Excel, communication, analysis, etc.)	2 to 6 sessions
Implementation of coaching routines	Install regular target review and accompaniment sessions	4 to 8 weeks
Performance review and monitoring cycles	Measuring progress, adjusting plans, and staying focused	Monthly