

# The Centre for People and Performance



Manchester  
Metropolitan  
University





## The Centre for People and Performance

The Centre for People and Performance conducts independent research in partnership with a wide range of organisations, to explore the challenges of managing, leading and developing people to create sustainable high-performing organisations.

Our experts deliver tailor-made solutions to organisational and sector-specific challenges and issues for a range of private and public sector clients and policy-makers.



## Consultancy

We can design and deliver bespoke solutions to people challenges within your business. Offering a full range of investigatory techniques, either on a standalone or combined basis, we can conduct interview programmes, hold focus groups and undertake surveys. Our analysis will provide you with evidence-based reports and recommendations in a format you can use to support the enhancement of organisational practice within your business, without recommending costly and unnecessary solution tools.



## Coaching

We offer one-to-one or small group coaching in knowledge-based areas. We can also provide career and life-coaching to individuals at all levels of an organisation.



## Continuing Professional Development

Human Resources practitioners and other managers can continue their professional development by attending one of our events.

Part of Manchester Metropolitan University Faculty of Business and Law, the Centre for People and Performance provides you with cost effective bespoke solutions from our expert independent researchers and consultants, many of whom are Chartered Institute of Personnel and Development (CIPD) research award winners.



## Why work with us?

At the Centre for People and Performance we strongly believe that a sustainable high performing organisation is achieved through effective people management and the creation of strong, high-trust employment relations. We deliver bespoke programmes that have a high impact on policy and practice, improve the working lives of employees and make a positive contribution to your bottom line.

Our researchers are at the cutting-edge of human resources management (HRM) and organisational behaviour (OB) fields with access to global links and professional bodies. As we work continually with multi-sector organisations and human resources (HR) practitioners who are studying for their master qualification, our understanding of contemporary employment and HR issues in a commercial environment is current and unrivalled.

The leading professional association in the field of human resource management, the Chartered Institute for Personnel and Development (CIPD) recognises us as an approved centre, and the majority of our team are actively involved with the CIPD.

Across our team, we have a wide-range of expertise and have undertaken projects in a number of areas, including:

- Recruitment, retention and talent management
- Employment relationships, the psychological contract and employee engagement
- Policy design and evaluation
- Pay and remuneration
- HR practice, staff attitudes and performance
- Occupational health, stress, health and safety
- Equality and diversity
- Human resource development
- Flexible working
- Sustainability
- Personality and self-awareness

We also have additional expertise in a range of sectors and groups of workers. Please see [www.business.mmu.ac.uk/cpp](http://www.business.mmu.ac.uk/cpp) for further details on this.



## Our Team of Specialists

Our team of highly-skilled award-winning researchers work at the cutting edge of Human Resources and Organisational Behaviour. They combine academic expertise with practitioner experience in a commercial environment to deliver effective and pragmatic, tailor-made solutions.

In addition to our core team we also have over 20 PhD students researching in the field of Human Resource Management and Organisational Behaviour. This gives us access to a pipeline of research talent and provides you with leading-edge research into key people challenges facing organisations.

## Case Studies

### **Skills for Care**

We conducted a large Skills for Care funded project, which investigated the recruitment, retention and development of care workers. Through case study interviews and in-depth statistical analysis of large and complex datasets, we explored the key drivers of recruitment, retention and development in this sector, and analysed links to individual and organisational performance.

Our team produced reports that informed both policy and management practice in the care sector. The findings were rolled out to over 40,000 social care establishments in England. The resulting research papers won a CIPD award for members of our team.

### **NHS Trust**

Our team was commissioned by an NHS Trust to evaluate its flexible working policy. Our remit was to investigate poor employee uptake of flexibility practices and we conducted both interviews and focus groups to explore employee views on the policy and any barriers to uptake of flexibility. We produced reports that the Trust used to both adapt policy and develop practice. Improved communications and management training were central to improving access to flexibility. Resulting research papers were again award winning.



## Manchester Metropolitan University

The Centre for People and Performance prides itself on conducting relevant research which shapes business and professional practice and influences policy making, both nationally and internationally. Our research is award-winning and we have won or been runner up for the prestigious CIPD research prize for the past three years.

### Contact Us

To speak to one of our team about how we can help your organisation, or to learn more about our timetable of events:

Visit the Centre for People and Performance's website

[www.business.mmu.ac.uk/cpp/](http://www.business.mmu.ac.uk/cpp/)

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