



AMOS ACHIEVE

Amos Transforms DPS Workforce Management with Achieve

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EXECUTIVE SUMMARY

Discover how DPS, an engineering and project management consultancy, overcame industry-wide skill shortages, enhanced employee retention, and revolutionized workforce management with Amos Achieve.

By shifting focus from tenure to competencies and providing powerful talent analytics, Amos Achieve enabled DPS to improve performance management, succession planning, and career progression for its global workforce.



DPS STATISTICS



36K

Employees



30+

Countries



40K

Yearly Projects



135

Years Experience

INTRODUCTION

DPS is a leading engineering and project management consultancy, specialising in the life sciences and semiconductor industries.



With a reputation for tackling complex projects and delivering world-class facilities, DPS relies heavily on its greatest asset: the expertise of its people.

However, like many firms in the engineering sector, DPS faced significant challenges recruiting and retaining skilled professionals amidst a global talent shortage.

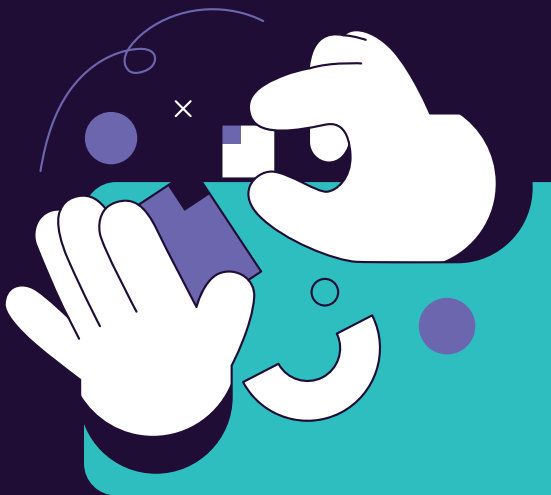
THE PROBLEM



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Skill Shortages

The engineering sector, particularly in life sciences and semiconductors, was grappling with a critical shortage of skilled professionals. At DPS, this created fierce competition for talent and forced the company to think beyond traditional recruitment strategies.



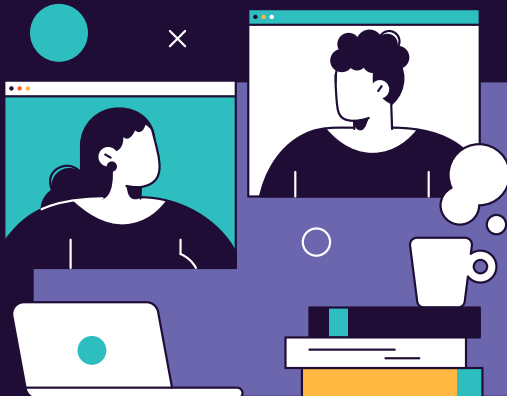
Inefficient Performance Management

DPS's existing performance management system was no longer fit for purpose. Goal-setting processes were rigid and struggled to adapt to the fluid, project-based nature of DPS's work. This lack of alignment resulted in inefficiencies and challenges in tracking employee growth and performance effectively.

THE PROBLEM

Career Stagnation

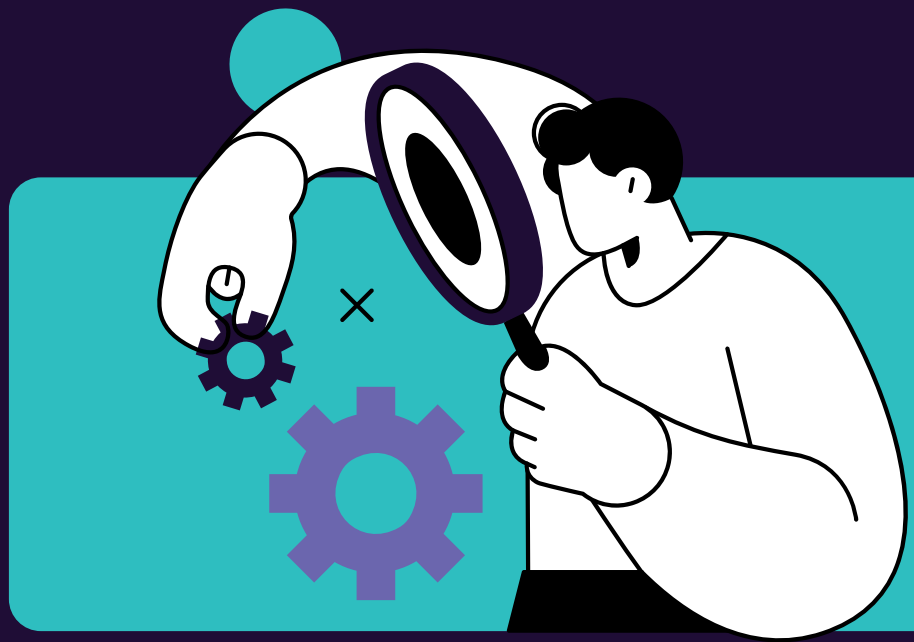
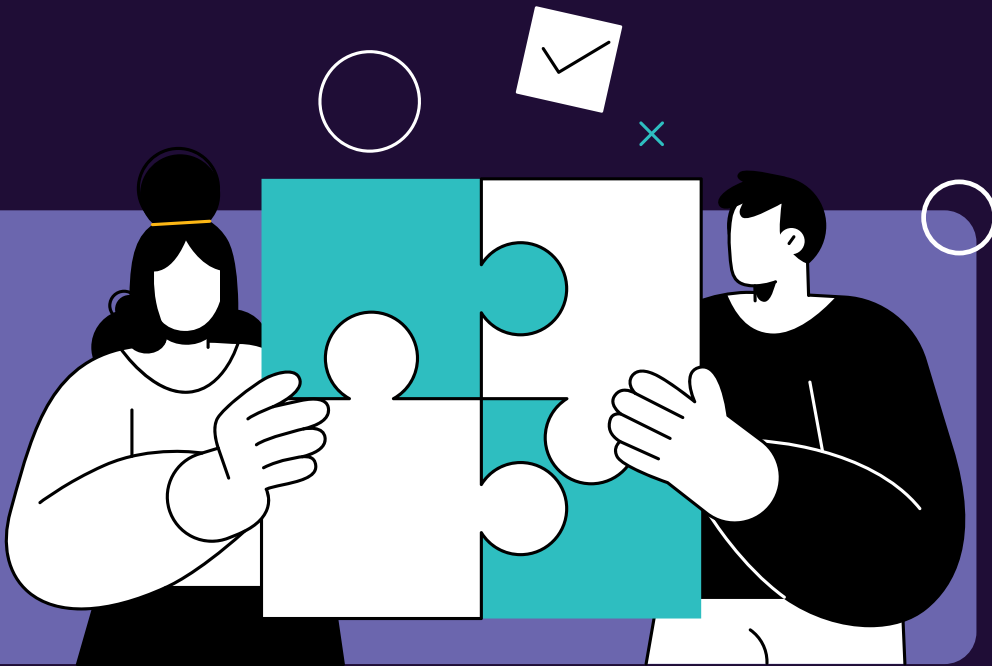
There was also a noticeable rigidity in career progression within DPS, where employees were often promoted based on years of experience rather than skills and competencies. This created unintentional barriers to career advancement and failed to reflect the rapidly changing needs of the business.



Limited Data Visibility

For senior leaders, understanding workforce capabilities and deploying the right people for the right projects was a challenge. Without clear visibility into competencies, decision-making around project assignments, training needs, and succession planning was often based on incomplete information.

THE SOLUTION



THE SOLUTION

Recognising the need for a comprehensive workforce management system, DPS partnered with Amos to implement Achieve. This AI-driven platform addressed DPS's challenges with a cohesive and innovative approach.

Competency-Based Performance Reviews

Amos Achieve replaced DPS's outdated goal-setting processes with competency-based performance reviews. By focusing on specific skills and job requirements, DPS was able to adopt a more dynamic and meaningful approach to employee assessments.

Career Development and Retention

Achieve introduced tools to simplify career progression by mapping skills to roles, enabling employees to see transparent pathways for growth. It also empowered managers to identify and nurture internal talent, significantly improving retention strategies.



Succession Planning

Through insights provided by Achieve, DPS implemented data-driven succession planning. The system automatically highlighted potential successors for roles based on competency assessments, allowing the organisation to fill critical positions efficiently and identify targeted training opportunities.

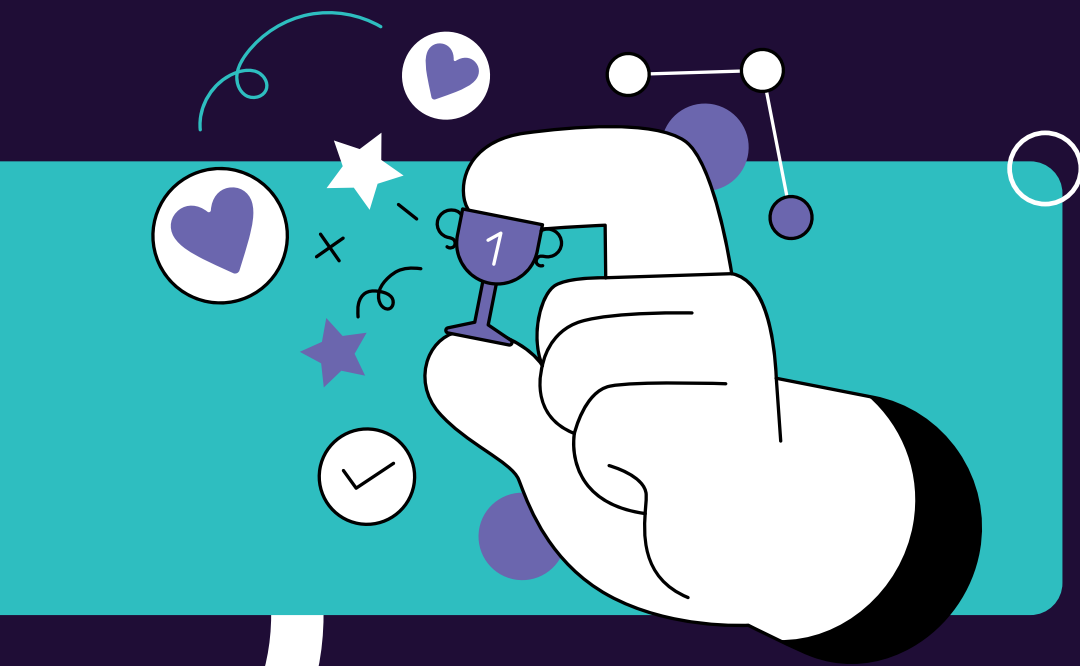
Advanced Analytics

Achieve's analytics functionality gave DPS leaders the visibility they needed. With tools to analyse workforce competency data, assess training needs, and track performance trends, decision-making became faster and more precise.

“Achieve simplified a complex process, making it incredibly intuitive for employees and managers alike. The competency mapping and analytics changed how we approach workforce planning entirely.”

Linda Burke - Senior Leader at DPS

THE RESULT



THE RESULT

The deployment of Amos Achieve delivered tangible results across several critical areas for DPS:

Improved Performance Management

Transitioning from a goal-setting model to competency-based performance development enabled more objective and actionable reviews.

Promoted Diversity and Inclusion

By focusing on skills and competencies, DPS created a more inclusive, unbiased approach to career progression and performance reviews.

Time Saved for Managers

Performance review time was reduced significantly, freeing up managers to focus on strategic priorities. One manager shared, “Achieve removed the guesswork and saved immense time, while still providing meaningful performance conversations with employees.”

Enhanced Analytics

Leaders gained clearer visibility into skills gaps, improving training investments and workforce planning. Linda Burke noted, “Achieve’s analytics enabled incredible clarity, aligning our workforce with business objectives seamlessly.”

Future-Focused Succession Planning

Achieve gave DPS the ability to plan long-term, ensuring projects had the right expertise available by identifying critical training needs and succession gaps early.



CONCLUSION

Amos Achieve was instrumental in transforming DPS's workforce management approach. By addressing skill shortages, redefining performance management, and improving career progression.

Achieve delivered a system that aligned with the dynamic needs of the engineering and project management industry. This modern, forward-looking solution has provided DPS with the tools to support its workforce today while preparing for the demands of tomorrow. Looking ahead, Amos and DPS plan to continue refining and expanding these capabilities to ensure talent management remains a competitive edge for the business.



Want to learn how **Amos Achieve** can transform your organisation?

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