

CASE STUDY

Building Enterprise Capability in High-Stakes Environments

A StrategiesX Structured Competency Development Engagement | Nuclear Development Sector

SECTOR

Nuclear Power Development

ENGAGEMENT TYPE

Capability Framework & Training

SCALE

300+ Employees | Enterprise-Wide

EXECUTIVE SUMMARY

In a highly regulated nuclear development environment, StrategiesX implemented a structured competency development framework to assess, build, and scale project management capability across the organization—contributing to consistent execution and on-schedule delivery.

01 | CONTEXT

A nuclear power organization was expanding its delivery capability to support the development of a new plant where safety, regulatory compliance, and schedule adherence were non-negotiable.

While project delivery was progressing, capability maturity across the workforce was inconsistent and not yet scaled to meet the demands of a complex, multi-year program. The organization needed a systematic approach—not a generic training initiative, but a structured capability architecture embedded within execution.

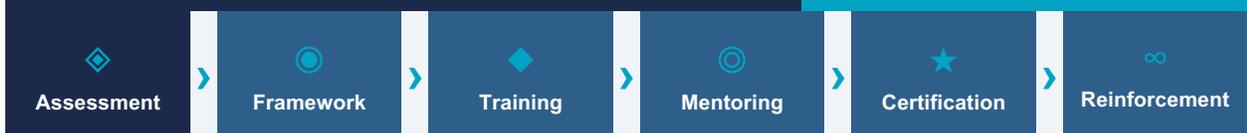
02 | THE CHALLENGE

Key Organizational Challenges

- ▶ Inconsistent maturity across 30+ project managers with no common baseline
- ▶ No structured mechanism to assess capability gaps at individual or team level
- ▶ Rapid workforce expansion requiring scalable, repeatable training solutions
- ▶ High dependency on delivery precision under rigorous regulatory oversight
- ▶ Need to balance safety rigor with schedule performance across a multi-year program

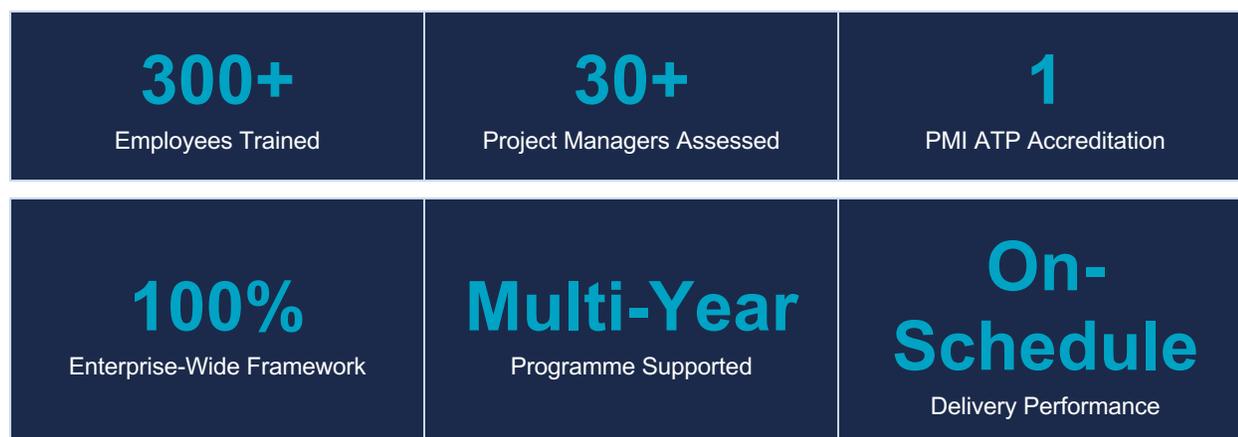
03 | THE STRATEGIESX INTERVENTION

StrategiesX introduced a structured, layered approach to capability development through a Framework integrating assessment, design, development, scale, and institutionalisation into a single coherent architecture.



ASSESS	Structured maturity assessment of all project managers to identify individual and team-level capability gaps—establishing a measurable development baseline.
DESIGN	Development of a layered competency framework integrating assessment outcomes, development pathways, and career progression structures.
DEVELOP	Targeted mentoring, coaching, and training interventions for project managers, calibrated to their assessed maturity level.
SCALE	Organization-wide rollout of tailored training programs extending across multiple roles, including sponsors, functional leads, and delivery teams.
INSTITUTIONALISE	Accreditation as a PMI Authorized Training Partner (ATP), embedding continuous development and formal certification pathways into the organization.

04 | IMPACT SNAPSHOT



05 | WHAT MADE THE DIFFERENCE

These are the strategic decisions that separated this engagement from generic training initiatives:

Capability development was treated as a delivery enabler—not a support function.

Structured assessments ensured development was targeted, not generic—every intervention was grounded in evidence.

Training was embedded within execution—not isolated from it—ensuring learning transferred directly into programme performance.

Senior stakeholders were included, aligning leadership behaviour with delivery expectations across the programme.

06 | LESSONS LEARNED | PRACTICAL APPLICATION

Lessons Learned	Practical Application
<ul style="list-style-type: none"> ▶ Training alone does not build capability—application and reinforcement do. ▶ Without assessment, development efforts lack focus and measurable impact. ▶ Capability must scale with organisational growth—not after it. ▶ In high-stakes environments, capability gaps translate directly into delivery risk. 	<ul style="list-style-type: none"> ▶ Establish a baseline assessment before launching any development programme. ▶ Link capability development directly to delivery outcomes—not HR metrics. ▶ Embed mentoring within active programmes, not separate from them. ▶ Extend training beyond project teams to include sponsors and decision-makers.

In complex, high-stakes environments, delivery performance is not only a function of systems and processes—it is a function of capability.

Organizations that invest in structured capability development create the conditions for consistent, predictable execution.

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