



Organisations and individuals have a choice: a choice about how to face the future

This is a time of unprecedented change. I just don't see how we are going to manage. The level of competition means we continually have to do more with less. We're driving staff as hard as we can, but morale has never been lower. People are only staying because the job situation is so bad. Customers want so much and legislation and technology is a blur – you no sooner get used to one thing and it's already out of date.

This is a time of unprecedented change. If we remain agile as an organisation, stay true to our mission and work together to create a clear and genuinely shared vision we can capitalise on these changes, improve our results and shape the future. We need to find new ways of working, critically examine our assumptions, leverage our strengths, support and challenge each other and work with our customers to create a sustainable and successful business.

Which conversation do you prefer?

To be successful in the current environment requires individual and organisational leadership behaviours that are of the highest quality, that are effective and engaging. Where working with fewer resources means changing your thinking, while valuing and respecting the individuals you work with and who work for you; and listening to your customers. It means focussing on creating a genuine shared belief in the future of your organisation, how to get there and the value you and your team can deliver.

We appreciate there are risks to be managed on this journey and we understand the importance of striking a balance between giving people space to grow and act, alongside being corporately accountable.

Consultancy Works

We combine tough analytical rigour with real understanding of the human side of change. We bring together core behavioural change and organisation development disciplines with complex programme evaluation to deliver leadership and organisation development (OD) with teeth.

We do this by working with you to understand your organisation through four distinct but related lenses:

- Your **context**, along with the challenges and opportunities it brings.
- The **leadership** attitudes, skills and knowledge that you and your people have, what they need to be in the future and the path you need to take to get there.
- Your **partners** you need to remain true to, to deliver your purpose and vision through effective and mutually beneficial relationships.
- Your **results** – not just how much you've achieved, but understanding how those results have been achieved, and the sustainability of their impact.



Our Approach

Our aim is to provide consulting interventions that are effective, sustainable and deliver value for money. Our credible, reliable and honest approach builds on values of integrity, generosity of spirit, remaining grounded, and being appreciative. We want to develop a bond of trust with you so that we can engage in genuine and honest conversations that can be heard. In doing so, we can share our real knowledge and understanding with each other, build on our strengths and together move organisations forward. We nurture this process by using best practice methods and up to date techniques of leadership and organisation development, measurement and evaluation, and throughout remaining focused on outcomes.

Our Services

Is your strategy delivering? Does your development activity yield the expected results? Are your leaders learning? Has your re-structuring delivered?

There are many different things we can do – with **different entry points** – and here are some examples of how we might be able to help you:

- Developing personal leadership and strategic team capability with a sharp focus on the results and growth that your organisation aspires to.
- Individual, team coaching and consultation; time to reflect on the issues that are really concerning you now and charting clear courses of action.
- Reviewing the fit between the leadership, operations, results and performance of your organisation through analysing your structures, systems, people and effectiveness.
- Building solid, healthy and effective partnerships; understanding and working with differing needs and aspirations of the organisations involved.
- Evaluating your strategy, your programmes and your OD and Learning and Development initiatives.
- Shifting the culture of your organisation through hard and soft actions; working differently with a greater focus on outcomes.

Our Experience

