

TRANSFORMATIONAL CHANGE

The way transformation usually works

Once the need for cultural change is identified, a clearly articulated and measurable vision of the transformation is created.

High-level plans for the transformation are made which generally touch on most of the areas of organisational activity - technology, people management, leadership, etc. The senior leadership is, to some extent, engaged and enthusiastic. Senior management is informed and, ideally, included in the planning.

What we do is ...

- Use diagnostics (or the 'engineers' eye) to assess the strengths and change opportunities of the cultural values and behaviours
- Design the most effective 'from-to' that aligns the company's history and strengths, current business opportunities and challenges, strategy and longer-term purpose and vision.
- Select and temporarily lead a change team of subject matter experts and key influencers, transferring deep change knowledge and accelerating personal development within the team.
- Finalise a change plan.

Then, the work of implementation begins ... at the point that most consultancies consider their task finished.

- We communicate and engage in-depth with senior management, board, executive teams, senior management and key customer groups to prepare them to actively lead the change.
- Transform cultural values and attitudes to remediate negative behaviours and instil specific behaviours such as innovation and creativity, ethics, achievement or human-centred principles, as needed.
- Translate the vision and values into action, individually and collectively, through
 - Leadership development
 - Monitoring of and adaption to change as it happens
 - Development of people management skills
 - Executive & team coaching
- We ensure all the systems and processes that govern the culture are aligned to enable new, more productive attitudes and behaviours, ongoing.
- We support the transformation team in coordinating, monitoring and simplifying the new ideas, projects and ways of working that naturally arise from the change activity.
- Embed new behaviours that release more of the potential of the people and systems within the organisation, producing new opportunities and renewed spirit and vigour.