

Consultancy Offers for Changing Organisational Behaviour



HUSKY: *A simple and powerful way to understand if your organisational culture and leadership capability will deliver your strategy.*

Benefits: It highlights any lack of integration between an organisation's strategy, leadership and culture - promoting a very high quality and relevant dialogue within the leadership team. A very cost effective, quick and simple way to get an idea of where the gaps are.

How we do it: ½ day workshop using innovative facilitation methods plus an assessment gauge.

LIGHTHOUSE: *An effective way to ensure your programme team is aligned and understands the concept, brand, and successful outcome criteria for the programme.*

Benefits: Clarity and alignment of the key people. An output which succinctly communicates the core concept of the initiative, a basis for internal brand development, and communication planning. Some initial parameters on what to focus on / what not to focus on. An early warning of any incongruence or obstacles.

How we do it: 1 day workshop using a mixture of visioning & technical brand planning tools.

DIAMONDS IN THE SAND: *An innovation process for the generation and implementation of ideas, facilitating motivation and empowerment throughout. Focused on delivering measurable ROI.*

Benefits: Delivers a mixture of: revenue generating or cost saving ideas, establishing new business processes, internal skills and knowledge transfer, and the start of a sustainable culture change.

How we do it: Using a 'Dragons' Den' type model, the workforce is stimulated to propose ideas, and then coached on creating business cases, which are evaluated by a Board. Winning ideas are executed by the idea proposer who is mentored.

LASER: *A service evaluation and re-engineering process specifically designed for the rapid analysis and improvement of organisational & process behaviour.*

Benefits: Process map including details of the changes required to enable long-term behavioural, organisational and process improvements. Easy to understand graphical model for capture, analysis, reengineering and evaluation of the process. A Transformation Roadmap.

How do we do it: Cultural transformation utilising Lean process design, including a business case and Project Initiation document



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WD40! *A different and creative way to enable a team or individuals to solve a challenge or 'stuck' situation.*

Benefits: For a people, system or process issue, WD40! can enable issues to become 'unstuck' and action-orientated. Releasing time, money and stress and creating fresh motivation.

How do we do it: Facilitated workshop utilising an array of techniques from the fields of appreciative inquiry, De Bono, NLP, and coaching.

FIRST 100 DAYS: *A process for ensuring an individual in a new leadership position is adding value to their role as soon as possible.*

Benefits: An executive who is adding value more quickly in their new role; with a clear and focused organisationally-aligned strategy, an action plan for how to deliver the strategy, a personal development plan, an awareness and understanding of how to manage stakeholders and teams.

How we do it: A mixture of coaching, mentoring and consultancy (typically 5-10 days over first 100). Outputs include: Vision. Strategic Alignment. Stakeholder Buy-in and Action Plan.

CHAMPION: *Mentoring support for people becoming organisational 'Change Ambassadors'.*

Benefits: Enabled champions with increased ability to deal with stakeholder groups, ensuring a smoother transition curve. Fast tracking some people to the future state in a path finding manner.

How we do it: We create a bespoke mentoring plan consisting of individual and group sessions. Our mentors are experienced coaches with relevant organisational change experience.

ATTUNE: *An effective way to support people through transition, by increasing self-awareness, empowerment and motivation.*

Benefits: Ensuring that key individuals understand and 'buy-in' to change in a way that is personal to them. Enabling an individual to increase their awareness and choices in dealing with transition and new ways of working. Preventing any potential disengagement before it happens.

How we do it: By providing behavioural or competency assessments and coaching, leading to a personal development plan. We also train people to become coaches and mentors themselves.

MESH: *When project success relies on the effective alignment of disparate stakeholders.*

Benefits: Project sponsors are given clarity and awareness to enable them to take responsibility and make effective decisions. Stakeholders feel aligned, informed and are therefore motivated.

How we do it: We use a mixture of appreciative inquiry, mediation and facilitation. Using interviews and group workshops

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