

Products for Changing Organisational Behaviour



HUSKYSM

Aligning Strategy
Culture &
Leadership

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

Who it is for: An organisation planning a revised or new strategy that is not achieving its strategic targets and there is no clear external cause.

How we do it: ½ day workshop plus leadership assessment gauge.

LIGHTHOUSESM

Programme
Visioning & Identity
Creation

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

Who it is for: For a new strategic initiative where there is a need for alignment, clarity and a tangible definition of success. When the team needs further clarity on how to communicate a succinct and compelling concept and 'brand' to an audience.

How we do it: 1 day workshop.

FIRST 100 DAYSSM

Executive
On-Boarding

A process for ensuring an individual in a new leadership position is adding value to their role as soon as possible

Who it is for: Newly appointed senior executives, either interim or permanent, particularly those with a remit to lead change.

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.

ATTUNESM

Coaching &
Mentoring for
Transition

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

Who it is for: People who are changing role or whose onward career is outside the organisation.

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





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DIAMONDS IN THE SANDSM

Innovation in the Workplace

An innovation process for the generation and implementation of ideas, facilitating motivation and empowerment throughout. Focused on delivering measurable ROI

Who it is for: Any organisation that needs to create new ways of reducing cost or generating revenue through empowering employees

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.

WD40!SM

Creative Ideation Clinics

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

Who it is for: Teams that need to think of new ways to resolve existing or future challenges, when current thinking is not creating the outcomes needed for progress

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

MESHSM

Multi Stakeholder Engagement

When project success relies on the effective alignment of disparate stakeholders

Who it is for: Where there are divergent stakeholders, or conflicting behaviours, and the project is at risk unless stakeholders are aligned.

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

LASERTM

Business Process Innovation

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

Who is it for: NDPBs and L.As that need to find added value and cashable benefits whilst maintaining or improving service levels - re-engineering process for delivery of future strategy.

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

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