

“It represents a whole new approach to developing fresh thinking in our public services, encouraging and really nurturing practical ideas for change”

David Brindle, Public Services Editor, Guardian commenting on the ‘Meet the Dragons’ Social care innovation program

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change
work



CHANGING BEHAVIOUR TO REALISE POTENTIAL

Our mission: Enabling organisations and individuals to change behaviour to realise their potential

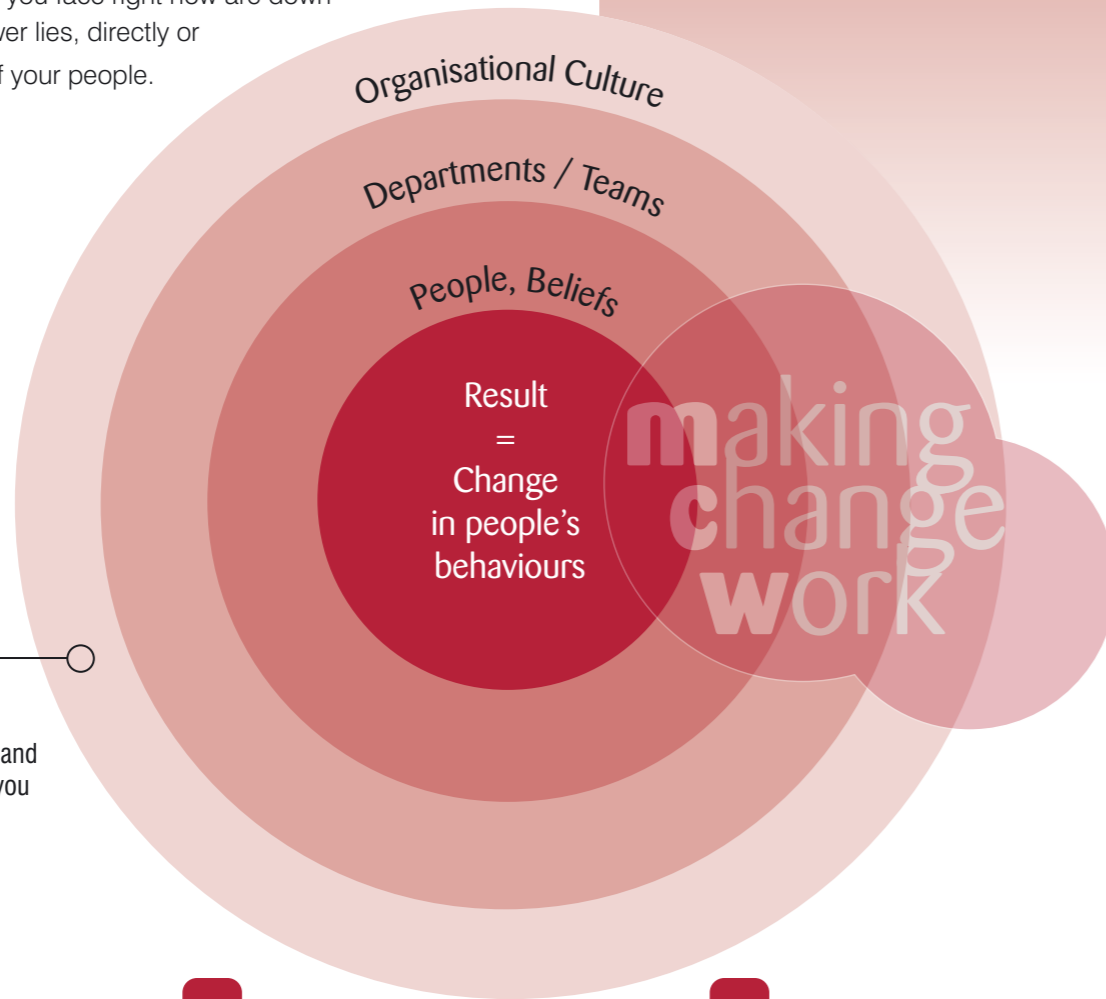


At MCW, we are passionate about and focused on increasing the effectiveness of people within organisations. Successful organisations value and develop their people – it is their main asset. The chances are that many of the issues and opportunities you face right now are down to a people situation - the answer lies, directly or indirectly in the effectiveness of your people.

Our skill is in ensuring changes in process and people turn into real value for the organisation

Our Toolkit

- Behavioural Diagnostics
- Coaching & Mentoring
- NLP
- Appreciative Inquiry
- Story Telling
- Facilitation
- Training



We increase excellence in organisations by measurably improving the behaviour and performance of it's leaders, teams and individuals to reach the outcomes you desire.



Individual

- Executive Coaching
- Coach Training & Accreditation
- First 100 Days
- Personal Development Workshops
- Leadership Development



Team Department

- Team Building
- Communication Effectiveness
- Coaching Skills Training
- Action Learning Sets
- Facilitation



Organisational

- Culture Change/Alignment
- Assessment Centres
- Innovation Creation
- Programme Visioning and Branding
- Organisation Design
- Business Process Review

Why are we different?

There are three key things that we, and our clients, believe differentiate us.

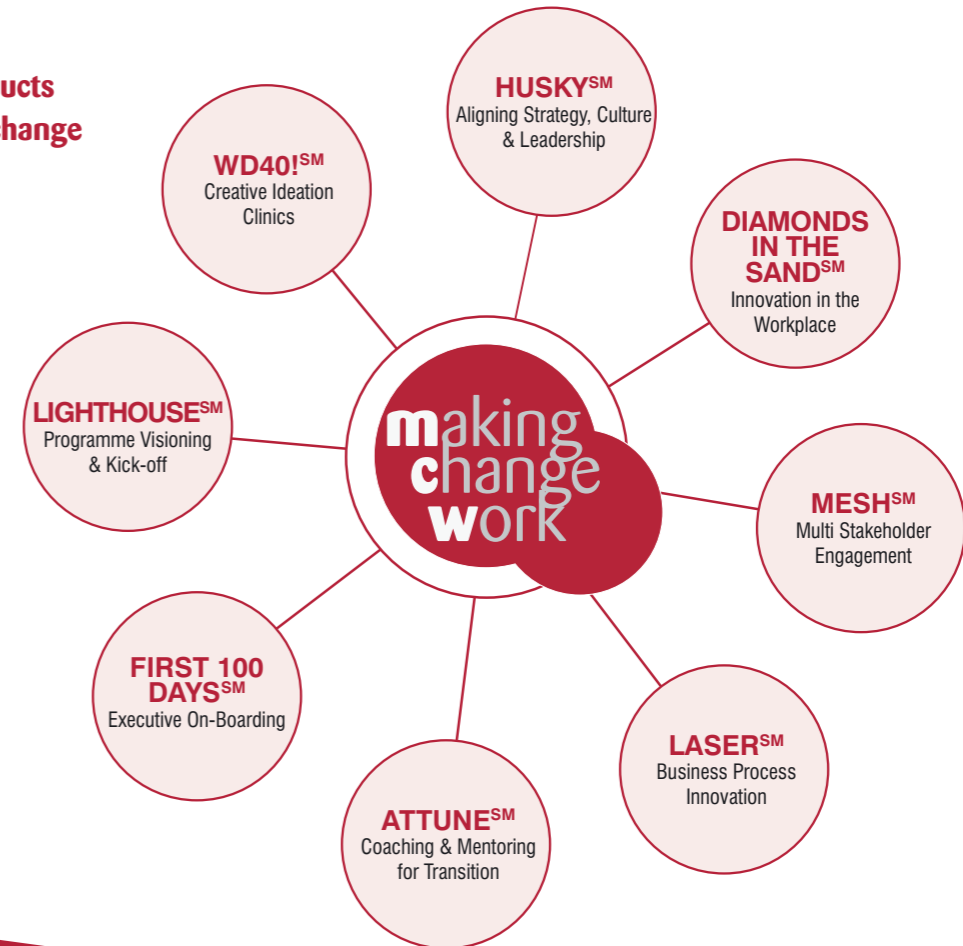
Our team - Our associates all run their own businesses and choose to work for our MCW projects. We have the powerful synergy of a team of self motivated individuals with diverse and varied experience, all linked by a passion for and expertise in people change.

Our experience - We deliberately don't specialise in one sector. Instead we use the experience we gain from operating in different environments and contexts to enable us to deliver the most effective and flexible solutions - we are ruthlessly focused on creating results that actually work.

Innovative thinking - We are always finding new ways to do things and challenging ourselves and our clients to think and behave differently.

We have diverse experiences across many sectors which has afforded us many successes in the real world.

Some of the products we use to make change work.



“We set them a challenging task and they rose to it. Their techniques and facilitation were innovative and effective. It definitely had a positive influence on the whole team.”

Colleague training manager, ASDA

“It is refreshing to find a team who can achieve real results in the change management discipline.”

Les Ormonde, LondonWorks Programme Manager, TfL

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Some of the team

Ian Crawford: is a change consultant who uses appreciative inquiry, clean language & symbolic modeling, with a masters in organisation consulting from Ashridge Business School. He is a PRINCE2 project manager, a EFQM assessor and lean systems improvement practitioner. Clients include BA, London Underground, DWP, MoD, & Pakistan Government.

Dr Peter Saxton: has over 16 years experience at senior management and board level. A tutor at Cranfield School of Management and an expert in organisational co-operation, and 'silo-busting'. Clients include the Royal Bank of Scotland, Barclays, MOD and BA.

Jackie Sewell: specialises in assessing and developing organisation structure and management behaviours. Her background includes business systems analysis, and 5 years at KPMG. Her clients include DFES and Coca Cola.

Aileen Egan: specialises in change management, leadership and team development she has an MBA from Henley, and a Masters in Change Agent Skills and Strategies. She is a TMS SDI practitioner and a qualified Executive Coach. Clients include AMLIN, Brit Insurance, GE Healthcare, GSK, Kimberly-Clark, and Pfizer. & C, Russell Jones & Walker and KSB Law.

Jonathan Pilgrim: accredited mediator and appreciative inquiry facilitator, a highly experienced, MCIPD qualified, change management professional. MPrac. of NLP and an executive coach. Clients include TfL, HMRC, Royal & Sun Alliance and BT.

Barbara Capstick: 20 years experience within the legal market as an HR professional and has become a highly regarded mentor and coach to lawyers. Clients include Paisner & C, Russell Jones & Walker and KSB Law.

Chris Rigby: is an experienced learning and development professional. He has an MBA from Henley Management College, and is a senior lecturer at Middlesex University Business School. Specialist skills include learning organisation benchmarking and critical reflection, Clients include: Amec Natural Resources, Skanska McNicholas and The NHS.

Piers Thurston: an accredited personal change coach, NLP trainer, facilitator and hypnotherapist. He designs and runs workshops globally for blue chip companies (e.g. Mars, Unilever). Experienced in one-on-one interventions and group work. Clients include Unilever, Masterfoods, Kraft, EEDA, and National Skills Academy