

“It has allowed me to broaden my horizons and open doors previously unattainable. I have developed new skills and furthered my own knowledge throughout the entire process.” Simon Campbell, – HMRC

Enabling people and organisations to realise their potential

**making
change
work**

Our mission: enabling people and organisations to realise their potential

At MCW, we are passionate and focused on increasing the effectiveness of people within organisations. We know that successful companies value and develop their people – it is their main asset. Many of the issues you face right now can be attributed to a people situation – so, the answer lies directly or indirectly, in the effectiveness of your people.

Our toolkit

Behavioural Diagnostics

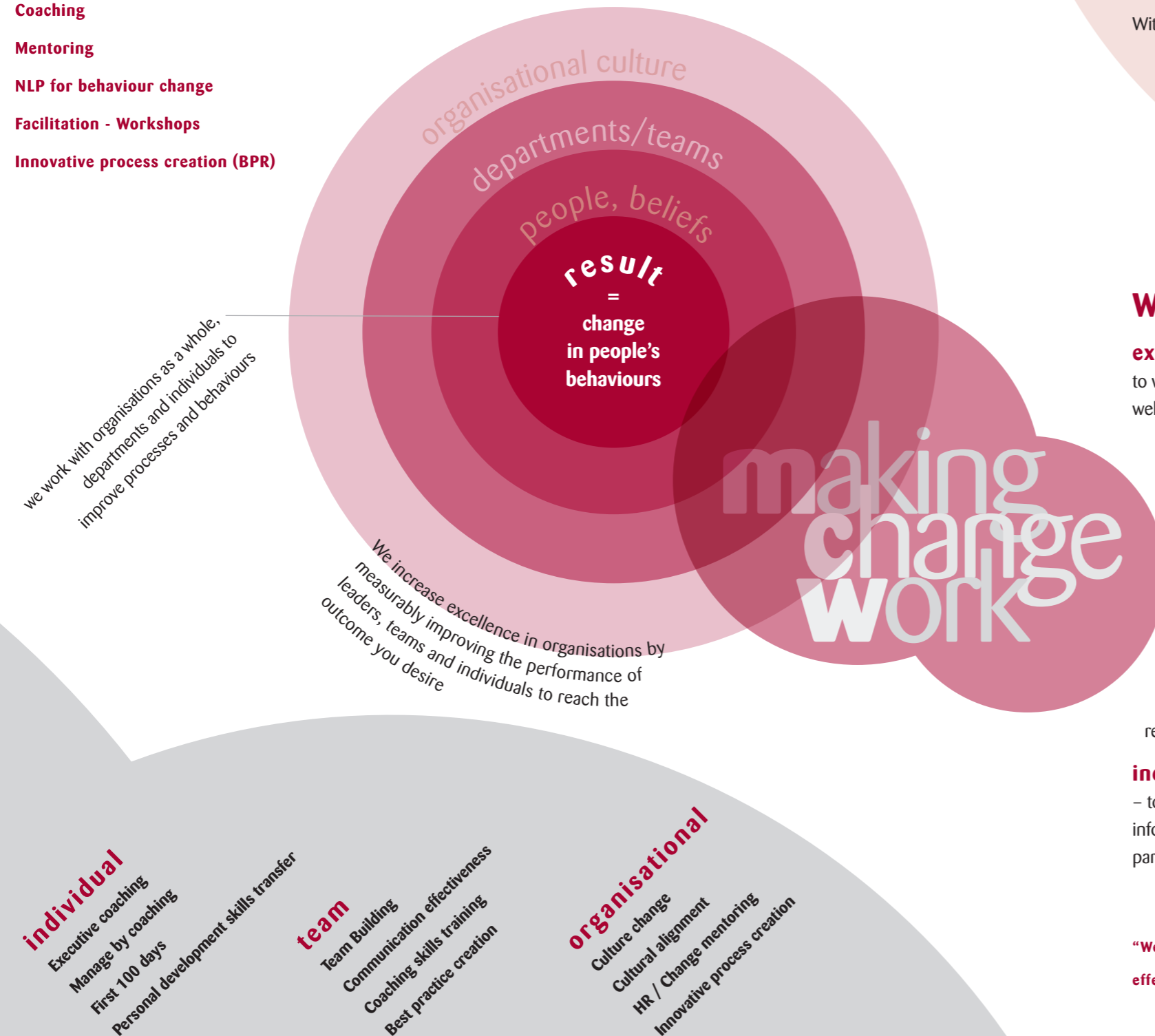
Coaching

Mentoring

NLP for behaviour change

Facilitation - Workshops

Innovative process creation (BPR)



Why are we different?

There are other companies offering similar services to ourselves, so why are we different? There are three key points that differentiate us

Our team – Our associates all run their own businesses and choose to work for our MCW projects. So we have the powerful synergy created by a team of self-motivated associates who all have diverse experiences and expertise, linked by a passion and ability to make change work.

Our experience - We've been there and done it - facing the very issues that you have in your organisation.

Innovation - We are ruthlessly focused on thinking differently – creating results that work.

With our diverse range of experiences and expertise we have had many hours of real successes, in the real world.

“It has highlighted areas in our own organisation where planning & communications are below par,”

Graham Davies, Thames Water

What we do...

executive coaching – enables your senior people to work with a coach to increase their performance, wellbeing and business relationships

business coaching – work with a coach to improve business unit direction, clarity and performance

management coaching skills – train your leaders to coach as well as manage their teams - creating and instilling a positive coaching culture

first 100 days – a high performance coaching program ideal for newly promoted or recruited managers or fast track promotions

independent facilitation and mediation – to improve the alignment and communication of information and beliefs within any group or relevant parties

culture change

– ensuring the organisational structure and culture is working with you to deliver results to support the corporate mission and values

team building – we work with teams to create an enduring change in behaviour and performance

mentoring – we can mentor people in various roles e.g. project management and HR change programs

behavioural diagnostics – gauging cultural, team and individual behaviours and attributes

“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



“Great opportunity to develop as a manager, learnt the best way to talk to a team.” Bacardi Sales Manager

Some of our team



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.

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.

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.

Dr Peter Saxton: Peter has over 16 years experience at senior management and board level. A tutor at Cranfield School of Management and 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.

Simon Jones: was the high performance Olympic coach for the G.B. cycling team from 1999 to 2007, where every athlete he coached came away with medals. Using his experience of success, Simon applies the sporting metaphor to help business clients find the winning edge.

Helen Blatchly: spent 11 years working with senior management at JP Morgan - experienced in the implementation of strategy, coupled with organisational and people performance measurement. Helen is an NLP MPrac and accredited executive coach.

Joanne Wood: is highly experienced working with multi-disciplinary and multi-cultural teams, enabling individuals and teams to transform their results. She is a certified hypnosis trainer, NLP MPrac and facilitator. Clients have included the Home Office, DVLA, HMRC, Unilever and Hays Legal.

“It is refreshing to find a team who can achieve real results in the Change management discipline. Starting with an antagonistic set of external stakeholders, they have changed attitudes and built a real consensus about how best to coordinate street works on the streets of London.” Les Ormonde, LondonWorks Programme Manager, TFL