KEY SUBJECTS

Organizational Development & Culture

"Agilisation" of organization, future proofing of new age people and culture strategy aligned to deliver business results

— Development, enhancement and renewal of corporate culture and cultural effectiveness
  · Culture gap analysis between today's and desired state
  · Design and implementation of culture change initiatives
  · Development and embedment of organizational values
  · Alignment of culture with vision, values and business strategy
  · Alignment of processes to enhance and support culture
— Design and alignment of HR functions to deliver strategic impact through people
— Support of HR transformation through development of HR leaders and business partners

Leadership Enablement

Design and delivery of new age, progressive leadership concepts and development, increase of leadership and communication impact throughout the organization lifecycle

— Fostering alignment, trust and effectiveness across senior leadership teams
— Enhancement of skills to influence, inspire, drive change and communicate effectively
— Integration of purpose as key leadership tool
— Equipment and empowerment of senior leaders to engage multigenerational teams
— Enrichment of feedback competence and culture

Corporate Identity & Employee Engagement

Rallying the organization around business strategy and purpose, fostering loyalty and enthusiasm

— Definition of organizational values, purpose and competencies
— Creation of Employee Value Propositions to attract, retain and motivate staff
— Assessment and optimization of communication effectiveness and messaging to build confidence, trust and buy-in
— Design and implementation of communication and engagement programs
— Evaluation and upgrading of change readiness

Change Management & Communication

Enabling organizations and leaders to navigate change during periods of transformation

— Alignment and implementation of people change processes and tools to drive adoption
— Change impact analyses to understand risks and opportunities
— Design of change approaches to meet organizational and cultural needs
— Alignment of internal communication with change management to build awareness, commitment and competence
— Equipment of leaders and managers with change leadership competence
— Partnering with key stakeholders, steering committees and PMOs to drive implementation of change