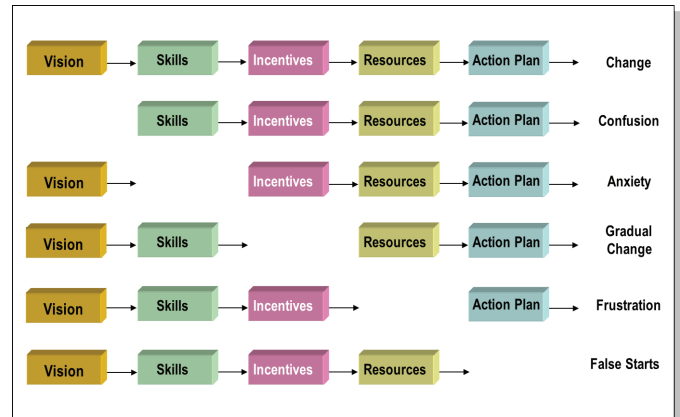




Keeping ahead with organisational agility

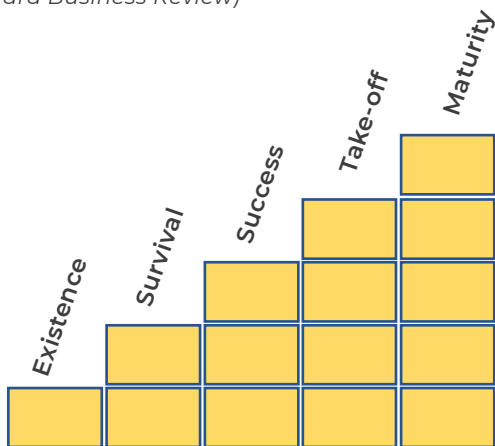
Making lasting change in larger organisations can be a real challenge.

We all know that success rates are low for transformational change programmes. This is despite visionary plans to build less hierarchical styles of leadership and to empower teams, in addition to ambitions to up-skill leaders. When you are doomed to failure with any single component missing (Knoster, 1991) - it is not surprising we often fail.



What's the key to success?

(Harvard Business Review)



Adaptability is the norm in small organisations.

Biotechs and start-up companies often grow fast, people adopt multiple roles and must fill gaps in internal headcount without spending excessively. Stimulating change is not the issue in these organisations; disciplined learning about what really works and what doesn't is the key, especially as they grow in scale, meaning processes and interactions become more formalised.

Whether you are a small or large organisation, appropriate planning to involve, engage and train the right people, at the right times and in the right ways makes the difference.

How we can help to get you there:

- ✓ Facilitated workshops
- ✓ Developing learning frameworks
- ✓ Providing structured processes
- ✓ Change training that builds confidence
- ✓ Communication planning approaches
- ✓ Training in agile methodologies