

It's tough to deliver lasting change when your organisation is perfectly designed for a world that no longer exists.

**Leading  
Change**

**Liberating Performance.  
Delivering Results.**

Many organisations strive to manage complexity and deliver outcomes in a world characterised by uncertainty and dynamic change. Best laid plans are disrupted by unforeseen events, so it's hard to deliver results unless leaders, structures and ways of working are able to adapt to deliver the mission.

Leading Change is focused on strategy execution. We help leaders and organisations adapt to operate effectively in dynamic, complex environments. We get your organisation pulling in one direction. Practical application matters, so we deliver solutions which work in the real world.

Leading Change bridges the gap between what you want to achieve and your ability to make it happen. We work with senior teams to clarify their strategy and make positive changes to improve their capability to implement it.

Everything we do is focused on helping you achieve results. We always aim to exceed expectations. We let nothing stand in the way of high performance. We are the catalyst to improve your results

We pride ourselves on building long-term relationships with clients. We will challenge and support you in equal measure. We implement approaches, tools and confidence to sustain performance long after we leave.

## Our approach

- > We turn strategy into action
- > We arm teams with the tools for success
- > We overcome challenges and achieve results
- > We're your critical friends

## What we do

- > We ensure you have a coherent strategy everyone understands, then build meaningful connections between your strategy, people and operations.
- > We help to develop operating models in which people are empowered and able to give their best.
- > We develop highly adaptive leaders who re-define the future and lead people towards it.
- > We use simple and intuitive tools to help teams develop functionality, finding and implementing solutions to their performance challenges.

## Our team

We are a UK-based network of highly experienced people sharing a passion for change and organisational performance. Our experience spans sector, function and culture. We have a track record of delivering results and developing highly productive long-term relationships with our clients.

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Change puts pressure on performance. Leaders need to adapt and champion change with those they lead. They need to overcome inevitable resistance to new ideas and methods without losing momentum and productivity. Change involves leadership commitment and implies organisational and personal risk. **There is no room for the faint-hearted!**

Our clients face diverse and rapidly changing challenges in their respective markets. Our integrated business execution programmes enable clients to 'change gear' and deliver sustainable results. We have

worked with some of the biggest names in pharmaceutical, publishing, technology, branded consumer goods, insurance, manufacturing and support services.

## Our services

- > Developing clear strategy and intent
- > Strategy deployment: turning ideas into action
- > Developing adaptive leadership capability
- > Building robust high-performance teams
- > Coaching executives to succeed
- > High-impact conferences and events
- > Designing and facilitating great meetings
- > Engaging people and teams in change
- > Operational rehearsal
- > Leading remote and virtual teams
- > Culture and behavioural change
- > 360 stakeholder and team audits

**We liberate your performance.  
We enable you to deliver valuable results.**

**Please get in touch**  
Let's make things happen

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