



“Leading Through Change” Programme

Business Driver

“Everything flows, nothing stands still” (Plato)

Leading a major change programme is a significant challenge. Research shows that 80% of all major change initiatives fail. During periods of significant change, whether caused by merger, IT initiatives, reorganisation or shifts in market dynamics, there is a need for teams to rapidly get up to speed, delivering excellent results whilst managing morale and attrition.

In a Nutshell

The 121partners approach is to design tailored programmes to meet the specific needs of the change programme. They may include the following steps:

- ✓ Developing a shared understanding of the risks involved in the change process and how to overcome these.
- ✓ Identifying the critical competencies required for the team to manage the change successfully.
- ✓ Profiling the team members to raise awareness around collective strengths and weaknesses against these competencies using 360 degree feedback and/or psychometric profiling
- ✓ Providing 1-2-1 Coaching support to each team member
- ✓ Providing Mentoring support from senior internal leaders who have successfully led similar change in the past.
- ✓ Facilitated team workshops at the beginning, mid-point and conclusion of the programme, with the option of an Olympic Team Coaching event at the Leander Club, Henley.

Advantages and Benefits

121partners has a unique track record in designing and delivering these programmes. Our teams combine accredited coaching skills with many years of project and change management experience, including mergers and acquisitions and major IT system implementations. The tangible business benefits of our approach include lowering risk in major change programmes, maintaining business performance and reduced attrition.

Case Studies

FTSE 250 client programmes include:

- Post-acquisition integration for CEO and direct reports, focussed on team and individual performance and cultural integration of a new management team
- Accelerated development of newly formed management teams, supporting the MD and direct reports in transforming team dynamics and developing the competencies required to achieve tough business targets
- Supporting senior leaders appointed to new roles in the global reorganisation of a major telecoms business

Testimonials



Nigel Perks
Group HR Director
LogicaCMG plc

In the five years since the merger, Perks gives the coaching programme credit for reducing senior management attrition by two-thirds. “That pays for it” is his view.

People
management

“The team has become adept at thinking on its feet and rapidly adapting to changing internal and market conditions.”

“The team coaching workshop accelerated the process of understanding who we were as a team.”