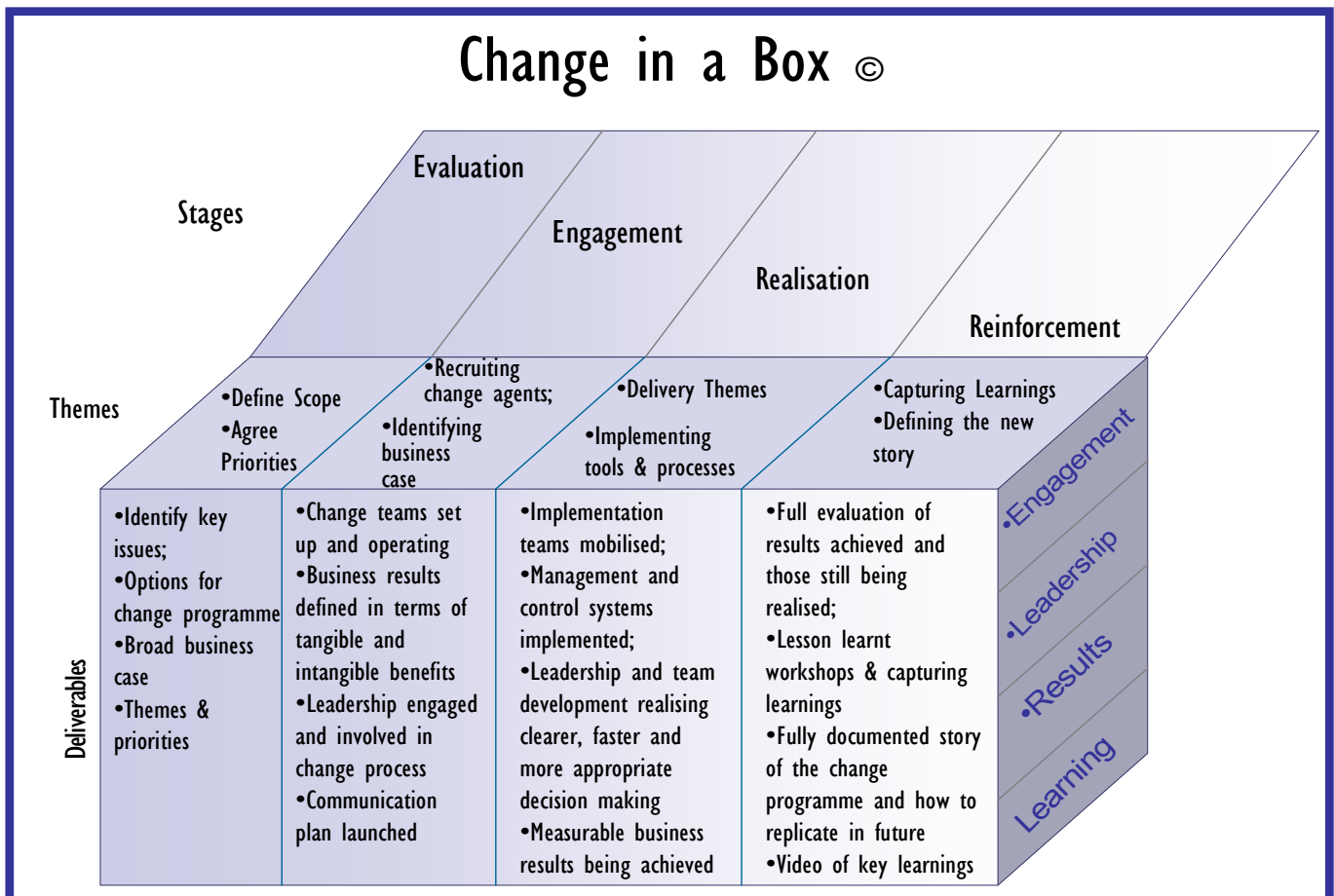


'Change in a Box'

Supporting your transformation

There are many paths that an organisation can take to make improvements to how they operate. At Agents2Change we have found that our four stage approach delivers consistent and sustainable results for business improvement. We call it Change in a Box[©]. It typically has four stages.



Stage One: Evaluation

Evaluation is the study of the current conditions, priorities and processes that are informing the way that the business operates. Usually a two week study, involving fact finding and interviewing. A summary of the issues and a suggested approach are delivered.

The benefit of Evaluation is that it gives a stand alone objective view of where the business is and gives tangible options on how to make improvements. It is the essential foundation for any change programme, empowering you to define your own path and choices.

Stage Two: Engagement

Once there is a commitment to change, a process of developing the essential ingredients with your people occurs. Focusing on a well targeted business case, this stage is concerned with the development of your own change agents and providing ongoing leadership and team coaching to support the implementation. This is often an energetic and vibrant process lasting around 12 weeks. At the end of the process a full set of recommendations around a fully researched business case is delivered.

Stage Three: Realisation

The most important stage of any change programme is its implementation and this is the time when it occurs. You understand your issues, you have set up your work teams and have a defined business case. Now all you need to do is make it happen. With our support it will.

We will work alongside your delivery teams, and your leadership team to ensure that your promise is realised. Using a series of skills and tools to implement robust performance management systems, process improvements and new ways of working. Our fees are linked to your results, so it is in both our interests to succeed here. The duration of this stage will vary according to the size and scale of the transformation required.

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Stage Four: Reinforcement

One of the reasons that change fails to stick in organisations after the initial realisation of benefits is that people forget how they achieved the change and what they learnt along the way. Often this is the most important aspect of the change process because if you know how it is achieved you can replicate that again and again. Just think how valuable that is to your business as you face the next challenge. This stage is usually a short and focused intervention. At the end of this stage you have a fully documented personalised change methodology.

For more information about how Agents2Change can help you visit us at www.agents2change.com

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