



Accelerating your business performance

THE ADVANCE CONSULTANCY



Kim Walker has extensive experience of working with organisations and their leaders to navigate change. Throughout her career Kim has built her expertise by combining forward thinking theory with practical application to develop sustainable solutions. Her work has resulted in tangible bottom line results. She previously held senior roles and has been at the forefront of change in fast paced and dynamic organisations in the financial services, utilities and media industries. In addition she has extensive consulting experience working across all sectors of industry.

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She has particular expertise in:

- Strategic Planning
- Developing Culture that Delivers Results
- Leading and Navigating Change
- Building High Performing Teams
- Leadership Development
- Management Development
- Mergers and Acquisitions



Alison Denton is an experienced director, consultant, facilitator and coach combining a strong background in HR with organisational development. Her work has spanned large and small organisations, private sector, (FMCG and professional partnership) and public sector, specialist and generalist roles. She also currently leads the MSc in Coaching at Edinburgh Napier University and sits as a Lay Member at Employment Tribunals.

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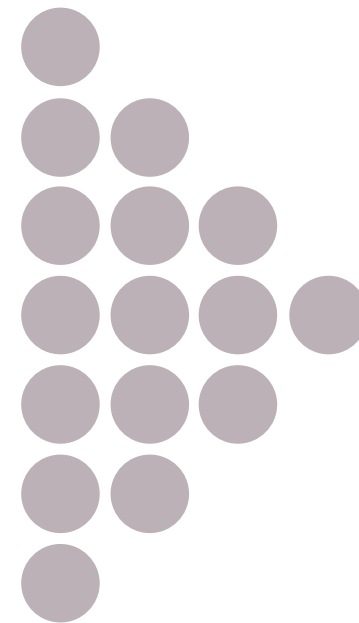
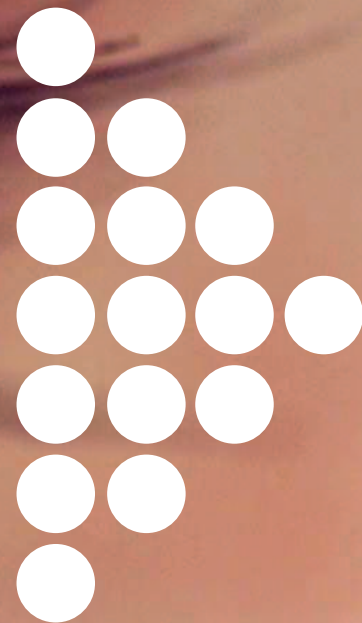


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CLEAR

VISION



'Culture is a little like dropping an Alka-Seltzer into a glass-you don't see it, but somehow it does something.'

Hans Magnus Enzensberger

Let's talk about culture

Basically, organisational culture is the personality of the organisation. Culture is comprised of the assumptions, values, norms and tangible signs of organisation members and their behaviours. Although invisible everybody knows it is there and it exerts a powerful influence. So powerful that it can make or break business success.

Our solution is to tackle it head on. Evaluate what it is now, assess what it should be to drive best results, get everyone involved in the 'big conversation' and create the all important road-map that gets you from where you are to where you need to be.

In return for this investment you will have:

- a clear understanding of what culture is required to drive success and the behaviours which underpin this
- A platform to establish and communicate the desired culture
- A road map for engaging people and delivering improved performance

Initial Step - Consultation with relevant business leaders to clarify future organisational and cultural priorities



Step 2 - Engage the wider organisation in a way which models the future



Step 3 - Launch and communication of organisational cultural blueprint



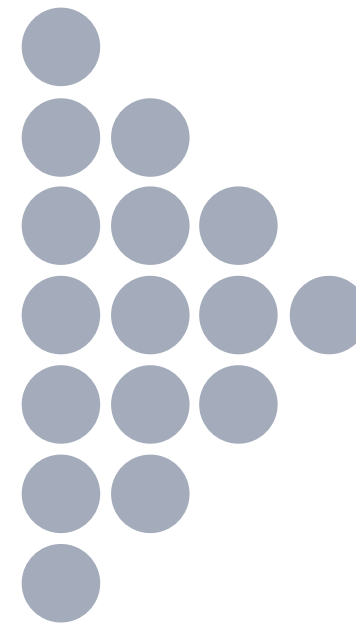
Final Step - Evaluation of programme effectiveness against original goals

SUSTAINABLE RESULTS



'It's not the strongest of the species that survives, nor the most intelligent that survives. It's the one that is the most adaptable to change.'

Charles Darwin



Let's talk about change

Fundamental to business success today is the ability to understand, manage and respond to change.

It's not only about the big things - we all know that sometimes it is the small changes that get the biggest response.

Our solution is to create change ready organisations. This means that we support you in understanding the impact of change, and giving you the tools to anticipate and respond effectively to all changes - big and small.

In return for this investment you will have:

- clear understanding of why change matters
- understanding of the process and impact of change
- change responsive leaders

Initial Step - What are the change imperatives in your organisation?



Step 2 - Develop bespoke change models to fit your organisation



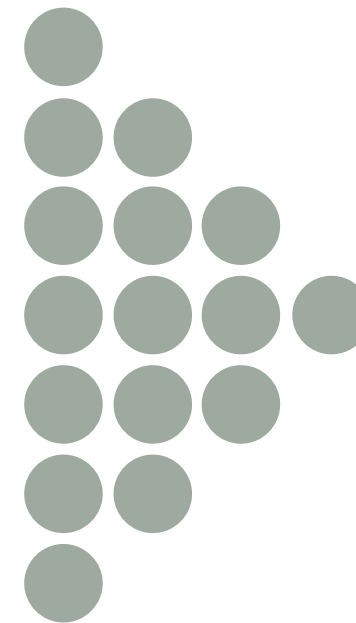
Step 3 - Equip leaders with tools to develop change



Final Step - Evaluation of programme effectiveness against original goals

CORE

STRENGTH



'Coming together is a beginning.
Keeping together is progress.
Working together is success.'

Henry Ford

Let's talk about teams

At the heart of successful organisations are successful teams. Great achievements come from integrated and high performing teams working towards a shared goal. High performing teams in organisations have the capability to take a business to new heights.

Sharing common goals and resources, encouraging each other, valuing diversity and knowing how to get the best from themselves and their team members are just some of the characteristics of high performing teams.

Our solution is to assess and evaluate team strengths using proven methodology combined with our unique Team Personality process. We then produce a comprehensive team picture with a detailed map of how to achieve greater success.

In return for this investment you will have:

- a clear picture of individual and team strengths and weaknesses
- a road-map to increased team effectiveness
- a high performing team

Initial Step - Understanding the context, purpose and key deliverables of the team



Step 2 - Take team members through the Team Personality process



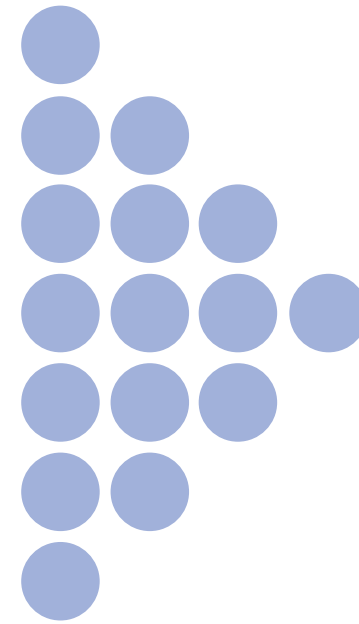
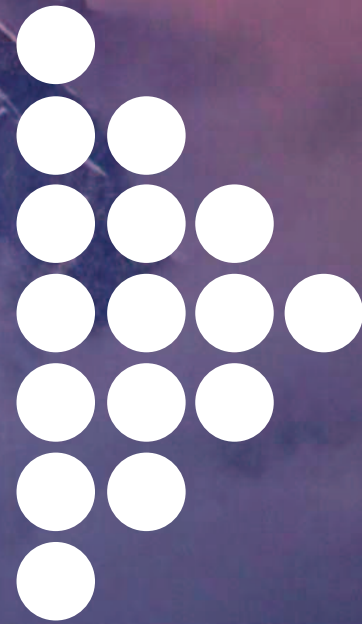
Step 3 - Produce Team Personality report and gap analysis



Final Step - Produce road-map to deliver team success

GENUINE

IMPACT



'A leader takes people where they want to go. A great leader takes people where they don't necessarily want to go but ought to be'.

Rosalynn Carter

Let's talk about leadership

Today's leaders are agile and have the ability to create a compelling vision to drive others to deliver beyond their own boundaries.

How you do this comes down to your leadership style - using just the right measure of persuasion, motivation and authority at just the right time. However you operate, you are crucial to ensuring the future success of your business.

Our solution is to develop confident, dynamic leaders through self awareness and understanding, influencing and inspiring and building relationships that work.

In return for this investment you will have:

- A clear understanding of what effective leadership looks like in your organisation
- Leaders who understand who they are and what they bring
- A development plan for each leader with clear measurables and bespoke support.

Initial Step - Understanding the context, purpose and key deliverables of the leader



Step 2 - Engage the wider organisation in a way which models the future



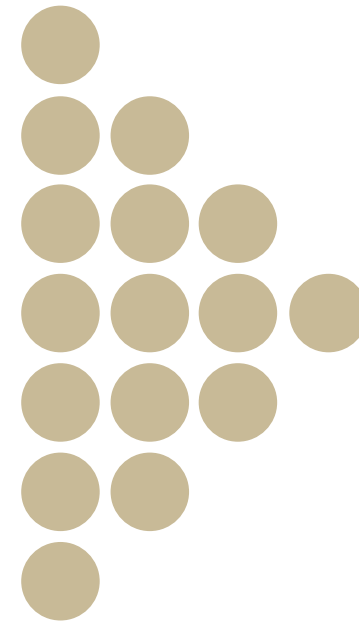
Step 3 - Launch and communicate the organisational culture blueprint



Final Step - Evaluation of programme effectiveness against original goals

SMOOTH

TRANSITION



Let's talk about benefits realisation

Managing the change process through a merger or acquisition can be a daunting challenge especially when resources are stretched to the limit. We've been there and know how hard it can be to manage the M&A process whilst maintaining business as usual. Without clarity around the precise objectives of the integration it is easy to get distracted by a myriad of change initiatives taking place at the same time.

Our solution is to quickly get to grips with the risks inherent in any merger or acquisition activity paying particular attention to key areas of business performance and making sure they receive the necessary attention. Clear short, medium and long term preparation and planning are key to ensure smooth transitions.

In return for this investment you will have:

- A clear link between the people agenda and business strategy
- A well designed organisational model to support the transformation
- A clear implementation plan

Initial Step - Fully understand the business imperatives of the merger/ acquisition



Step 2 - Prepare full risk analysis including new organisational model



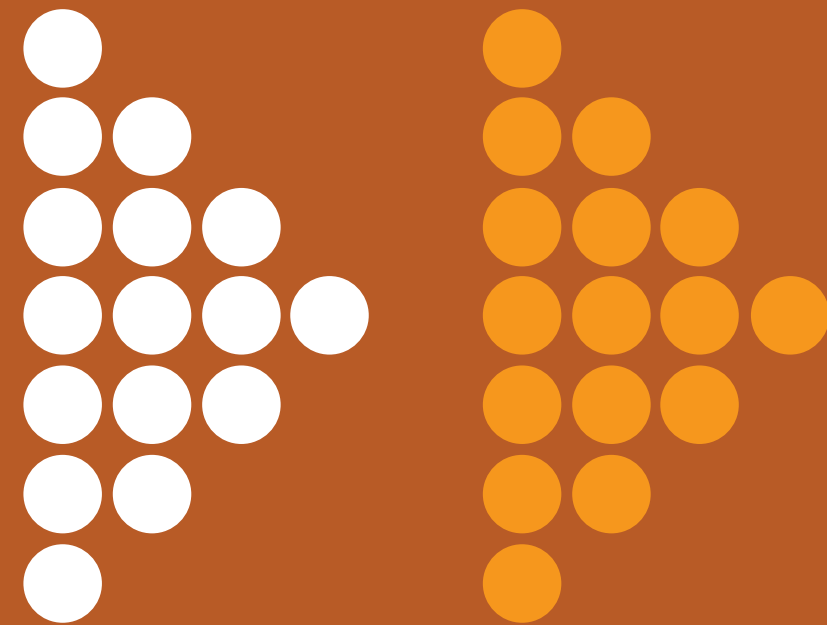
Step 3 - Prepare integration blueprint including leadership integration



Final Step - Communication of blueprint and stakeholder engagement activities

Things alter for the worse spontaneously, if they be not altered for the better designedly.

Francis Bacon



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