

Change Compass™



Introduction

In an unprecedented time of cost reduction in both the public and private sectors, any external support needs to demonstrate value for money. The intervention must be sustainable so that the people within the organisation are developed as part of the process, thereby enabling them to maintain performance when the external resource has left. With this in mind we have developed the Change Compass, a flexible and agile service, that offers a coaching, mentoring and learning approach to problem solving.

Why consider using Change Compass™ ?

Are you a local or central government manager :

- Who has to deliver efficiencies fast ?
- With a change project to manage on top of your busy day job ?
- With a limited budget?
- Who lacks experience in what you have to deliver ?
- Who needs to help their team find new revenue opportunities ?

Or are you commercial or not-for-profit manager :

- Whose wider organisation is clearly in conflict or disconnected ?
- Who has to resolve serious performance issues in your team ?
- Who needs guarantees not maybes or possibles ?
- With a project that is under-delivering on results, sales, operations or otherwise ?
- Who needs to develop stronger entrepreneurial skills ?

The Benefit of Change Compass™

Consultancy advice often takes on a life of its own - often a costly life. Change Compass™ provides the same quality of advice in a more flexible way. You get assistance and guidance when and how you want it, benefiting from the online communications tools now readily available – 24x7.

Change Compass™ has the added benefit of reducing your carbon footprint as we work with you. For every interaction the £s and the grams consumed are much much smaller!

What is the Change Compass™?

The Change Compass™ is a flexible way of buying a programme and change management service that is affordable to any organisation, even in the current climate. That's because your Change Compass™ coach or mentor will work through you to deliver your project or workplace outcomes. We will mainly advise and coach you though we can deliver with you too.

Here are examples of the range of services we provide :

Business planning advice including benefits identification, tracking and realisation	Change management advice i.e. focused on the people side of change e.g. staff engagement or transition strategies	Budgeting and resourcing exercises
Plan development and tracking based on previous experience	Organisation development advice e.g. culture change, capability development, competency analysis, maturity modelling	Assurance of your chosen business process, practice or approach using peer review services
Technology exploitation for the most effective use of ICT investment	Executive mentoring and coaching services	Programme and project management advice including portfolio management
Organisation and facilitation of project kick-off sessions	Leadership and management development (including training delivery if required)	Strategic planning exercises including evidencing decisions
Subject matter expertise panel for any commercial or public sector subject area	Learning and development initiatives including training needs analysis	Fast-to-use own-brand project or task specific portals for internal communications

How does it work?

We offer different levels of service depending on your needs so you can keep control of your expenditure at all times. You can buy anything from an hour of our time upwards. Here is a summary of the pricing model. More details are available on request.

Bronze	By the hour	£200 per hour
Silver	Block of 50 hours	£7500 (£150 per hour or a 25% reduction)
Gold	Block of 200 hours	£25000 (£125 per hour or a 37% reduction)
Individual service plan	Service specific	Service specific
		All fees are subject to VAT.

(NB Minimum spend of 4 hours on site plus travel and subsistence. Telephone and email support is available for shorter periods of time).

What if you were to use the Change Compass™?

You will eliminate the problems associated with conventional consulting approaches as you keep total control of cost and outcome with no loss of management oversight. You can take comfort in the thousands of hours of expertise available to you from individuals immersed in your business. Generally our service is available through local government and OGC Buying Solutions frameworks if required. (A fee supplement may apply to cover the additional costs of framework provision). We know that if you're looking for innovative approaches to reducing cost and increasing benefits in your organisation you'll want to find out more.

Contact us today on :

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