

TRANSFORMATION



from the inside out

**We help
organisations
transform the
way they lead,
engage and
develop their
people.**

ABOUT US

Our solutions improve performance and enhance the organisation's reputation from the inside out.

All our work is based on what you need to deliver your strategy through your people (if you don't know what you need, we can help you work that out too!).

We're experts at taking complex challenges, getting under the skin of organisations, translating needs and creating simple solutions.

We believe there is no such thing as "best practice", as the context and culture of every organisation is different – so we create tailor-made solutions.

WHAT WE DO

We like to keep it simple, so we specialise in three areas:

- Building Effective Organisational Cultures
- Developing Great Teams
- Enabling Individual Performance

We bring these together in programmes or use them separately – creating the right combination of activities for your organisation.

GUIDING PRINCIPLES

Engagement = Performance

We create workplaces where people can and want to do their best.

Sustainability Rules

We pride ourselves on never outstaying our welcome.

One Size Fits No-One

We create solutions designed to fit like a glove.

Involvement + Inclusion = Solutions

We harness diverse thinking from within your organisation to inform action.

Jargon Free Guarantee

We work with your tone-of-voice with a zero mumbo-jumbo guarantee.

CULTURE

Making sure your culture enables rather than hinders your strategy is critical to business success.

By designing and implementing organisational development initiatives, we help to develop cultures that deliver business goals through their people.

WAYS OF WORKING

Values and behaviours are the foundations to great culture. Our 6-Steps to success model enables organisations to create ways of working that deliver results:

1: Current Culture Assessment

We get under the skin of your organisation, working out what's helping & hindering your culture.

2: Develop Framework

We facilitate sessions with your people to inform & build your bespoke framework.

3: Launch

Whether a big bang all-staff event or team briefings, we help get the message "out there".

4: Train

We train your people to understand what they need to do and how they need to do it.

5: Embed

We help define what's needed in your environment to ensure your values are kept "front of mind".

6: Integrate

We ensure your values & behaviours are integrated.

LEARNING TO LEAD

Investing in your aspiring leaders enables better performance now and in the future. We help to develop your next generation of leaders using interventions, inspiration and interaction:

Expectations

Creating a bespoke leadership skills framework defining “what” your leaders need to deliver and “how” you expect them perform.

Team Development

Facilitated sessions where people learn to lead with each other.

Individual Development

360 reviews, style profiling, feedback and 1:1 coaching.

Opportunities

Groups working together on real business projects & problems.

Inspiration

Curated nuggets of inspiration to give perspective.

EMPLOYEE EXPERIENCE

Making sure your Employee Experience is attracting, engaging and retaining great people is a sure-fire way to enable great business performance. We help you to identify which areas need injection of energy:

Insight

We talk to your leaders, customers, partners, stakeholders and employees to understand the business from different perspectives.

Review

We look under the bonnet, identifying strengths as well as what's falling down the cracks.

The Geeky Bit

We analyse your business trends and your employee data - identifying trends and focus areas.

Focus

We make practical suggestions on what to do - from quick wins to big changes.

Transformation

Working with our network of people experts, we help you transform the employee experience.

ENGAGING HEARTS & MINDS

Organisations with high levels of employee engagement outperform their competition. We can help you get the right insight from your people to help you better engage them in their work.

Ask

We help you ask the right questions to gather useful information.

Analyse

We interpret what your people are saying in the context of your organisation.

Action

We help define actions that link the organisation's strategy with the employee experience.

Activate

We create staff forums and networks to deliver actions.

INDIVIDUALS

As part of a larger development programme or as a tool on its own, investing in coaching can be the silver bullet to improve individual performance and ensure your people are ready to lead.

As qualified and experienced coaches, we're at our best when we are working with people on their leadership career journeys.

STRADLERS

We love to work with people who report into the Executive C-Suite who have critical roles translating the strategy and making sure operational plans are delivered.

We help them straddle the strategy and operational gap, manage upwards as well as cross-functionally and lead their teams.

PIPELINERS

We think it's great to see talent grow. We help your high potential people discover their leadership potential, understand what it takes to lead, practice and get ready for the challenges of leadership.

WOMEN

We are passionate about ensuring that female leaders are developed in their current roles and are ready for future big roles.

Often in the minority, with few role models or peers, we help female leaders face challenges head-on, navigate career paths and ensure they are on track to become the role models for future generations.

BOOTCAMPS

Not for the faint hearted, this intensive 6-week programme encourages delegates to take a good look under the hood and fire up their engines to make sure they're firing on all cylinders in work and life.

This programme can help your people to kick-start the next stage of their careers, supercharge their personal performance or help them through change.

TEAMS

From 2 - 20 people or a whole organisation, we can provide a facilitator to help get teams from A-B, Zero-Hero or even iron out some kinks!

As expert facilitators, we will utilise the right methods, tools & techniques to ensure all participants have a voice.

We balance direction & support to ensure that desired outcomes are achieved.

BARRIER BUSTER

When a business problem, issue or challenge needs a solution, we believe more heads are better than one.

We bring cross-functional teams together to:

- Work through an issue/problem
- Explore solutions
- Achieve agreement on next steps
- Create a team culture of action

SWIFT START-UP

When new teams are pulled together for projects or matrix working, they often need to start working and achieving outcomes quickly.

Whether run over a whole day or just a few hours, we can ensure they start as they mean to go on, working well together.

BETTER TOGETHER

Sometimes teams aren't firing on all cylinders or there are personality clashes that are impeding business success.

We help teams understand each other's styles (utilising personal & team profiles) and ways of working – helping them agree how to work better together.

JOURNEY MAPPING

All businesses know how important the user-experience journey is to engage and retain customers.

We work with teams looking to create or improve the experience, using visual tools to map every element of the journey.

HR People - this works brilliantly for mapping out the ideal employee experience!

**We'd love to hear more about
how we can help...**

Email us at:

contact@transforment.co.uk

Check out our website:

www.transforment.co.uk

