

## **Leadership in Change**



The world is ever-changing. Keeping up and ahead is crucial to develop your business. Our experienced team can help your planning or executing of your next project.

Leading an organisation in change is a challenge, things are not as they used to be and the colleagues are looking at you for leadership, inspiration and stability. We all manage change differently, some embrace change fast. Others want to hold on to the familiar, safe and known. Guiding the team through changes requires experience and skills. Pacing the changes to suit individuals and fulfil organisational needs to remain profitable.

- Coaching of Leaders
- Support Leaders in time of change
- Creating awareness for need of change in Management teams and Board of Directors

## **Coaching of New Leaders**

It is a big step for a person to leave the collective and your peers to stand up and take charge. All of a sudden your colleagues look at you differently and every thing you do or say is being judged and evaluated pending what corporate culture the organisation has.

We offer support in the new role, an independent coach that guides you to reflection and in alternative ways of seeing yourself, your team and the organisation. When being challenged to explain your thought out loud you often find that the pieces of the puzzle fall into place. Sorting your thought to explain them helps with clarity and you see the situation clearer.

The Coach will challenge and nudge you in the right direction facilitating you. It feels deceptively easy but requires insight in human psychology and skills and experience to execute.

## **Support Leaders in time of change**

As CEO / MD you are fully responsible for everything in the company. In times of rapid changes all coworkers look to you for support, guidance and stability. Our experience is clear, even leaders with high experience in change need external support to manage. In some cases the Board of Directors or the owners can be a speaking partner. But in many cases an external advisor is preferable, not being linked to the company's other stakeholders safeguards the independence.

## **Creating awareness for need of change in Management teams and Board of Directors**

Creating a common platform of understanding and a clear language to discuss change that is spread among the leaders of the company reduces risk of misunderstandings.

Updating the leadership on the theories and models of change and what motivates and drives people is a wise investment when the company phases a period of change. Our consultants provide an update on theories and models as well as the psychology of change.

We provide facilitation of change, by taking responsibility for the format of the discussion the leadership team can focus on the content, the change at hand rather than the form for the discussion. Providing facilitation on a regular basis ensures that change is managed with regular focus in a PDCA cycle (Plan, Do, Check, Act). Rather you manage the change process than allowing the word around you manage your change for you.