

CHANGE PARTNERS

Champions Of Change

Network Q&A

Who are Change Partners?

Change Partners is a change management consultancy that supports companies in all aspects of business change. We can help prepare a persuasive business vision and strategy, translate the strategy into an implementation plan, ensure that change and improvements are implemented in a well managed and controlled way that achieves business outcomes, and develop the company's internal capability to deliver ongoing change.

- **Change Partners** is a business change management consultancy
- We specialise in planning and implementing effective change
- We have worked within the public, private and voluntary sectors
- We have our own methodology, approach and processes for planning and implementing effective business change
- We focus on the actual implementation, not leaving you with a complex strategy or plan that cannot be delivered
- We have a wide range of services that we can tailor to support you in all aspects of change from planning to implementation
- We aim to improve your own internal capability to lead change through providing training, coaching and a range of change management tools and techniques

What do I get for joining the 'Champions of Change' Network?

Network Meetings

- Four full-day day meetings each year with other change leaders to share best practice
- Presentations on specific topics regarding leading change
- Case Study on customer experiences of leading change
- Opportunity to learn from the experiences of others
- Group session to practice NLP techniques relating to topics covered that day
- Copies of presentations and handouts from meetings
- Optional one-to-one leadership mentoring session (see below)

Personal Development Toolkit

- Personal leadership capability assessment
- Feedback on how to develop leadership capability
- Leather folder to store meeting handouts and track personal development (Standard membership only)

Guides and Checklists

- Practical hints and tips, guides, questionnaires, checklists from the Network meetings
- Online access to allow these to be downloaded and used by members

Supporting Website and Monthly Newsletter

- Downloadable documents from Network meetings
- Access to additional resources that you can download
- Central point of information for future meetings (topics, timings, location, directions)
- Facility to book on future Network events and request a mentoring session
- Monthly on-line Newsletter providing updates, information about new Network services and free additional downloads (the 'Trophy Cabinet')

What do I get for joining the 'Champions of Change' Network? (Cont'd)

The **NLP** session means that at each workshop you will:

- Attend a group development session that supports the topic from the morning;
- Personally experience the power of NLP-based management techniques;
- Apply the technique to your own work situation;
- Have fun while learning about how to develop your change leadership skills

Each session is over an hour long and is facilitated by an NLP Practitioner with practical experience of applying the techniques to real-life work situations.

The **MENTORING** option includes a one hour face-to-face meeting with a personal Mentor in order to:

- Provide help with your business change issues, to explore options and agree a way forward;
- Review specific items from the morning sessions and how it applies to you personally or your change situation;
- Work with you on any development goals or any other topic you wish to cover

Members will also be offered ongoing contact with the Mentor between meetings and personal updates on any events that they may have missed. Sessions can be booked on members' web-site in advance and are provided on a first-come-first-served basis.

The **Change Factory® 'Asset Warehouse'** option includes:

- Single-user access to over a hundred downloadable 'Assets' comprising change methods, tools, checklists, examples and 'How-To's';
- Coverage of a wide-range of change management topics such as gaining commitment, stakeholder management, engagement methods, cultural change, business readiness, change skills development;
- Membership of the User Forum where feedback on Assets is provided and requests for new Assets proposed;
- Notification of regular updates and additions to Assets, most of which will be available at no additional charge

Members will be granted a right to **individual use** of the Assets to support the change in their organisation.

How much will it cost me?

- Attendance of the first '**Champions of Change**' session is £100, where you can trial the **Standard** membership.
- The membership is by annual subscription and will cost:
 - £2,500 for **Corporate** membership, which consists of one **Standard** membership plus two **Guest** members (see below) at each event
 - £950 for **Standard** membership, including the NLP session
 - £250 for **Guest** membership which is payable each time and in advance
 - £100 for **Mentoring** at each event (bookable in advance and subject to availability)
 - £750 for **Change Factory**[®] 'Asset Warehouse' option
- Members will be invoiced quarterly in advance.

If you are interested in joining the '**Champions of Change**' Network or would like to find out more, please contact Paul Sayers at paul@changepartners.org.uk or Terry Foster at terry@changepartners.org.uk or phone 01789 740020.

We hope to see you at a future event.

More about Change Partners

What makes you different from others consultancies?

- We provide tangible tools, methods and approaches that can be used
- We work towards understanding and working with the existing culture and processes, rather than enforce a standard process on you
- We focus on outcomes and actually deliver them
- We don't focus on process, or complex theories; we have a practical outlook to change.
- We won't leave with an over complex strategy or plan that can't be delivered
- We only make recommendations that are in your interests, not ours
- We pride ourselves in developing your capability to manage change yourself, so you'll be less reliant on external support.

What do you mean by improving capability?

- With our Change Factory we provide tangible tools and methods for planning and implementing change as well as allowing users to assess and develop their change management competencies
- We offer coaching and development that are focused on team or individual needs
- We train in the use of our tools
- We also provide a discrete change leadership development programme that gives leaders the skills and tools needed to be effective agents for change.

Why do I need a Change consultancy when I can do it myself?

- **Increased chance of success:** change initiatives rarely succeed in delivering their outcomes, and often fail to effectively manage the impact and motivation of people
- **Faster time to mobilisation:** a wealth of tools and techniques means that less time is spent setting up the change infrastructure at the start of a business change
- **Improved ability to manage the complexity of change:** change is a complex undertaking that impacts on every aspect of an organisation and is less likely to be successful if you try and incorporate it alongside your day-to-day operations
- **Proven approaches that put you in control:** we'll bring a unique sense of predictability and control to help manage change
- **Increased capacity to deal with change:** we'll give the time and space to focus on day-to-day operational and strategic issues.
- **Experience to ensure solutions are relevant:** Change Partners has a track record of successfully delivering change based on what works in particular situations
- **Enhanced internal capability:** Change Partners will work alongside you to pass on the benefit of our experience and to ensure that you have the skills to run/lead change

What will we get from using Change Partners?

- We always work to agreed and clearly defined outcomes and will review these periodically when working with you
- We will adapt our approach to your needs. All change programmes are different from one another and we will avoid prescriptive approaches, although we bring a wealth of practical and proven tools and techniques
- We offer mentoring and lifetime support to all sponsors, even after our contract has ended
- We will only make recommendations that are in your interests, not ours, even if we do not benefit from further work ourselves
- We select consultants who care about your success as much as you do
- Fun and enjoyment!!