

Leading Change

In today's dynamic marketplace, anticipating and leading change effectively has become an imperative for businesses and a core competence for all successful leaders. The changes you face as leader may simply involve the implementation of this year's stretch objectives, or, they may require a more radical transformative strategy. Change-ready business teams will proactively detect and seize marketplace shifts ahead of the competition, will successfully define and convert change plans, and engage their teams along the way. Leading change effectively can impressively improve productivity and performance, results and brand reputation.



Transformation Roadmap: An Adaptable Model

Client organisations are unique – in terms of history, culture, products and people. In recognition of this, the Transformation Roadmap model is adaptable. We know that with organisation change, there is no equivalent of one-size-fits-all solution given starting points and challenges are always distinctive. Our experience pulls the best of all successful practices together around the unique requirements and challenges faced by each client. In short, there are three pillars to Tandem's approach to leading change.



Client Partnering

The distinctive Paul Mooney Partnership approach to change management respects and fully utilizes the inherent capabilities of the client organisation. Our aim is to equip leaders and teams with the necessary *'thinking and tools'* to confidently drive the change themselves. Using an *'action learning'* approach keeps you firmly in the driving seat. Our role is to intervene as necessary to keep projects on track (or where you specifically request support). A key residual value is to equip organisation leaders with *change-ability*, a toolkit of models, skills and techniques which remain in place long after the specific change project has been completed.