

## Something's got to change

- Leadership thinking too rushed?
- Leading significant new initiatives?
- Teamwork needing to improve?

**Just some of the challenges you may be facing.**

While we understand that changing behaviours and habits is not simple, it's often the key to delivering successful change initiatives that transform performance.

Our change interventions include a blend of consultancy, coaching, facilitation, training and development. We deliver appropriate solutions for the needs of the situation.

This newsletter will highlight some simple, practical approaches to tackle your challenges head on.



## Change Programmes with Tangible Outcomes

### Cycle for individual/team change



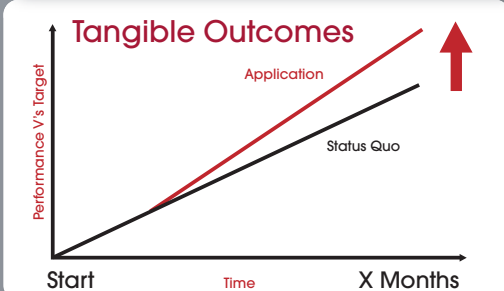
Our approach addresses two critical issues with regards to successful change.

The first is helping people to move beyond their comfort zone (CZ) by moving them through the cycle of change so that their comfort zone grows a little at a time.

The second and related issue is structuring interventions so that individuals/ teams apply new behaviours and receive feedback, leading to the development of excellent new professional habits.

We recognise that people change and develop best when they have the opportunity to respond to new approaches and ideas then immediately apply them to issues they are currently facing. We encourage individuals /teams to assimilate and consider relevant application, coupled with a direct and personal approach to coaching individuals and the group.

We adopt a modular approach to enable us to support change implementation over an agreed period of time and deliver tangible incremental outcomes.



High Impact Leadership Development - Strategy Change Implementation - Executive Coaching  
Operational Change Implementation - Business Impact Programmes

## Quality Leadership Thinking

Are you investing enough time in quality leadership thinking?

CPISA, Our Quality Thinking Model helps you to see your challenges from a new angle and formulate the right plans of action.

Clients who use the CPISA way of thinking find that it works again and again, and truly reap the benefits of their investment in quality leadership thinking.

Examples include:

- Persistent late delivery in global manufacturing organisation cut from 8 to 3 days in only 3 months
- Cash saving of £300,000 annually in operational costs for national transport company initiating a new 5 year project.

### YOUR CHALLENGE - FROM A NEW ANGLE

C  
P  
I  
S  
A

...context of challenge

...problem/possibility (REAL) - re-definition

...innovative ideas

...solution selection

...acceptance & action plan

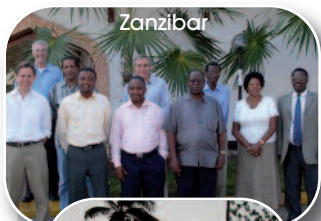
### C - CONTEXT OF CHALLENGE - ID THE FACTS + ASSUMPTIONS

- Identify things known to be true... .
- What are the real facts?
- Be clear on the assumptions being made.

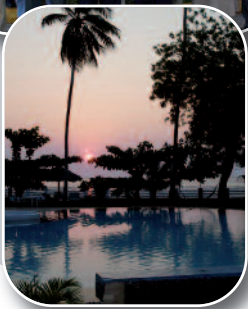
### P - PROBLEM/POSSIBILITY (REAL)

- Consider what you absolutely want to avoid happening
- Then re-define the problem into a rich question:

"How can I/we.....without.....?"



Zanzibar



## Latest News and Views

ChangingPoint has recently delivered a variety of leadership and management development programmes involving multi-cultural groups in Rwanda, Uganda, Mozambique and Tanzania.

Some of these programmes have been delivered for teams of managers within country offices, and others with a mix of individual managers from different locations and organisations.

We pride ourselves on our flexibility and our ability to create a lasting impact and inspire the individuals who take part - wherever we are in the world and whatever challenges they face.

### Simple Fraser LLP GUIDING THE IMPLEMENTATION OF THE FIRM'S NEW STRATEGY

"ChangingPoint continued to work for us over a 3 year period from 2005...their work was much valued....a key differentiator of their approach is the time and energy invested in understanding both the aims and ethos of our business and its individuals. This enabled the production of realisable and ultimately realised goals."

*Alister Fraser, Managing Partner*

### Glasgow Caledonian University SUPPORTING THE MERGER OF 2 LARGE ACADEMIC SCHOOLS

"ChangingPoint showed a detailed understanding of the management of change process, displaying great sensitivity with people during a difficult journey, were very flexible and pro-active and offered very sound advice and many thoughtful and helpful suggestions. I highly recommend them"

*Prof. Mike Mannion,  
Dean, School of Engineering & Computing*



Uganda