



Culture Change Facilitation

Focus on... building shared vision

We help you achieve sustainable change through strengthening ongoing relationships with the key staff that actually deliver the result. It is important to avoid any perception that the organisation is rolling out yet another top-down initiative. When staff are not engaged in the change process, they tend to respond with cynicism and rejection. The result can be feelings of exclusion, and the construction of 'self v.s. other' relationships, rather than all tiers of staff pulling together towards a common vision.

By applying proven change management techniques and the latest thinking in organisational learning, we can help all your staff construct a clear understanding of where the company needs to go. Change will be meaningful on a personal level, and staff can begin to plan what to do differently tomorrow to realise the shared goals.

We provide advice and guidance to managers to help them navigate their staff effectively through change and manage any anxieties.

We view change as a cycle of continuous improvement and evaluate the outcome in clear and measurable terms to identify impact. This information is fed this back into the loop in order to help companies learn and sustain their competitive advantage.

If you face challenges in your organisation and wish to discuss ideas, we are always delighted to explore these with you obligation free. Call to discuss with a Consultant or use the contact details below.



The
British
Psychological
Society

Chartered Psychologist

Bring **People**
into **Focus**

0845 612 7722
admin@questpartnership.co.uk
www.questpartnership.co.uk