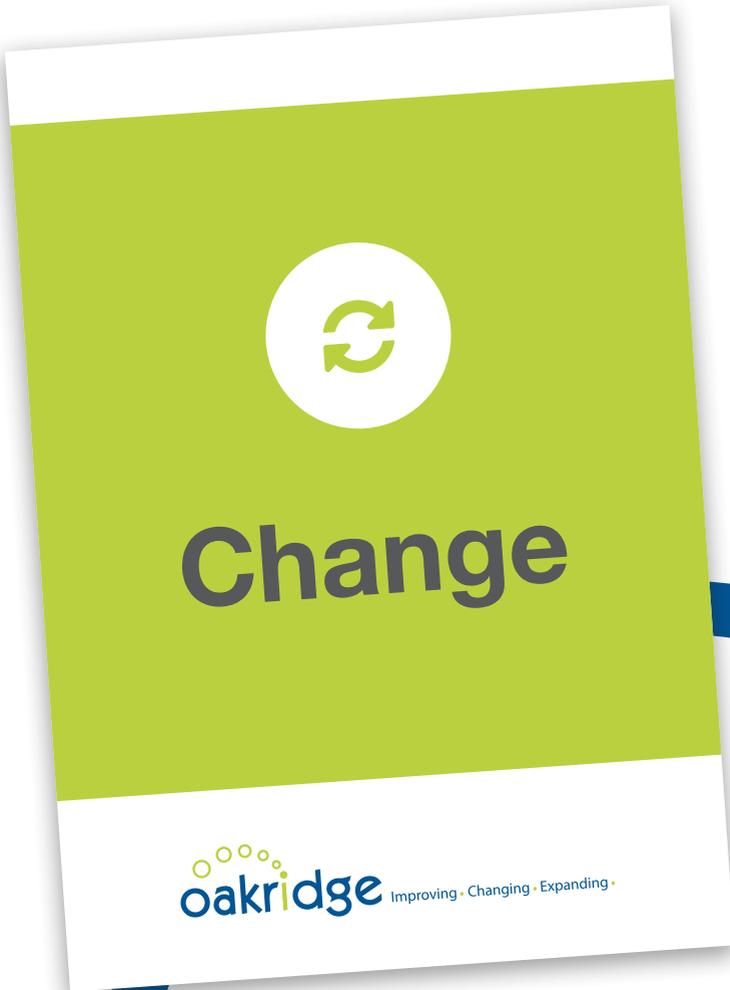


# Introducing...



**Accelerate change to be ahead in our  
demanding world rather than dragging behind**

# Leaders and managers of Change

**The pace of change can sometimes seem too slow, the scale of change too timid, and the demand for measurable results far too soft. Accelerate change to be ahead in our demanding world rather than dragging behind.**

Acceleration comes from a clear vision, a common and engaged sense of purpose with an ability to harness the efforts of others. It is a mixture of passion and process, people and protocols. There is a need for system and order, but also for agility and the capacity and self-confidence to cope with uncertainty.

Our approach defies so much of the 'doom and gloom' fatalism: we show that change can be a positive and beneficial experience at the personal and organisational level. We put in place a straightforward but systematic methodology and harness this to developing leaders throughout organisations to become both engaging and inclusive, sharing the change adventure undaunted by the challenge ahead.

## Services built on both knowledge and experience

Oakridge offers a range of interventions from:

- **Leaders and managers of change – workshops and coaching**
- **Developing personal and organisational resilience**
- **Culture change mapping and action planning**
- **Change Consulting – implementing change management and development strategies**



## Our approach People and Process

People and process are inseparable in effective change management.

Management of the process includes consistency of approach, use of appropriate models and tools, and rigorous measurement of outcomes. Managers need to be disciplined and methodical. Open-eyed and relentless, good management is essential.

Leadership involves inspiring people, certainly, but it is also ensuring that people are truly aligned to where the organisation is going, not just where it has been. Aligning the personal agenda to the organisational agenda is critical and a key leadership challenge, to make the future have meaning at all levels.

## Consulting through Change

We have a number of consultants who are able to provide specialist tailor-made consulting support from strategic change, through to implementing change management in organisations. Working alongside you we clarify the strategic vision, pinpoint the operational imperatives, and identify the people and resources needed to ensure success.

Most of all we then support you through every stage of the implementation process, offering a range of practical tools, processes, policies and communication strategies to realign people and organisations.

In each case our experience has been that working in a disciplined and methodical way is critical: so too is approaching each assignment as a unique event requiring fresh eyes, innovative thinking, and practical application.



It's all about helping  
Leaders and Managers  
**'get things done'** with  
efficiency, confidence,  
and speed

## Challenging workshop and coaching experience

We build the confidence of leaders and managers to implement change through a heady mix of challenge coaching and workshop experience. Instead of simply talking about change we enable leaders to rise to the challenge and to develop their practical skills. Change is an on-going requirement and a day to day rather than exceptional occurrence. Helping leaders and managers to implement change is therefore a core leadership activity that strengthens individuals and the organisation. The impact of such development is long-lasting and indeed provides the tools for ongoing organisational change readiness.

Our workshops, supported by coaching where appropriate, help leaders and managers rise to the challenge, strengthen their vision and their awareness of the organisational change agenda. We work to strengthen policies and processes to support the change initiatives and we help leaders to build and communicate their vision and plans in a systematic, ordered, inspiring and credible way.

## Case Studies

### Avanta Group

- Creating a commercial focus and sales strategy in line with its overarching strategic review.

### Liverpool John Moores University

- Completed HR and L&D strategic change review to align to the University's five-year strategic plan for excellence.

### John Rylands Library

- Consulted and developed leadership strength to support change to a more engaging and client-centric service organisation.

### Civil Aviation Authority

- Worked alongside the Executive team to implement a radical new strategic plan necessitating significant change through all functions of the organisation.

“ There have been some clear indications that this has been a most worthwhile investment and we are hearing many positive examples of change. We are very pleased that in such a short space of time we are able to see some clear benefits for our managers and all our staff. ”

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