

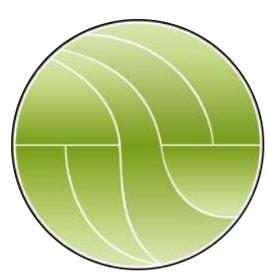
Whole Spectrum Strategy and Growth

We have deep skills and considerable experience in offering strategic consultancy combined with transformational facilitation and coaching / mentoring support. We have worked across a **wide range of sectors** including social housing, education, social care, health and charities, as well as a diverse portfolio of businesses including large international corporates and local SMEs. We work with:

- Boards and Executive teams
- Senior leadership teams
- Functional management / divisional teams
- And with the whole organisation for large-scale engagement initiatives around strategy and growth

In our experience, all of these contexts are somehow connected to the **growth of the organisation**, even when this involves making efficiency savings, reducing service levels and/ or redundancies. We see a lifecycle pattern within organisations as they adapt and respond to external challenges. Sometimes, shrinking to protect stability and ensure that further growth is possible in the future is the right strategy, as difficult as it may be at the time. As the **organisation evolves**, so does its' structure, culture and so the **requirements of leadership also change**. Whatever the strategic priority may be, an approach that is as conscious of the internal shift that is required as it is responsive to the external shift creating the platform for change will create a better outcome.





Whole Spectrum Strategy and Growth

If organisations and leaders are not able to evolve and adapt, through cycles of growth and emerging strategic priorities, they will face increasing challenges and pressure within their own sector, market and context. Everything gets more difficult, more layered and problems take increasing time and energy to resolve.

We bring the **mindsets and practical tools from Adaptive Leadership** into our strategy and growth work. We know that in sharing our approach, we help you become more resilient and more easily able to adapt to complex challenges in the future.

We are often asked to design and facilitate off-sites and away days to create the time and space for strategic discussions and decision-making. Examples of this include:

- Reviewing or creating organisational **purpose, vision and values**
- Facilitating the development of growth strategies and priorities and creating **corporate plans**
- Reviewing **specific strategies** such as risk or equality, diversion and inclusion
- Supporting social start-ups and SME's with **business planning** and development

In terms of our approach to facilitating strategy and growth, we believe we bring something different to the table (or wall or floor!) than most other strategy consultants. We **share our knowledge**, bringing helpful frameworks and theories in an **accessible** way to leave you with simple and **practical tools** you can implement to create sustainable impact.

We don't use powerpoint unless we need to share data. We do use flipcharts, post-its and marker pens and bring a range of other techniques from various disciplines including neuroscience, group dynamics, social change such as floor work and dynamic physical modelling techniques and 3D creative problem-solving.

If you are interested in finding more about we can support your strategy and growth, please get in touch and we'd be happy to talk through your requirements.