

A series of programmes aimed at enabling organisations to deliver successful and sustainable change.



Bespoke Programmes

Business Advisory	Strategy Clarification	Change Readiness Review	Change Planning	Organisation Design & Development	Strategy Execution
Masterclasses & Mentoring	Seminars & Motivational Speaking	Culture Change Living with Change	Communications & Stakeholder Engagement	Organisation Design & Development	Strategy Execution Programme

The following is a list of some of the services for Sovereign Funds and Institutional Investors to enable clarity of strategy, organisational alignment and successful strategy execution.

Peer Review	Peer selection, comparison, analysis, interviews and face-to-face meetings to benchmark the organisation against its peers – followed by write-up and appropriate dissemination of the resultant report.
Governance Review	Review of organisation's governance structures, committee remits and operation, and decision-making processes. Gap analysis, comparison with peers, comparison with intended outcomes. Recommendations report.
Strategy Review	Review of organisation's investment and business strategies to ensure clarity of purpose, objectives, investment strategy, strategy execution and business planning processes. Interviews with leadership, staff and peer comparison.
Culture Review	Review of organisation's intended and actual culture to ensure it is aligned with the strategy. Involves interviews with leaders, staff workshops and anonymous surveys, peer comparisons and analysis. Recommendations report.
IC Support	Review of support to the investment committee to ensure robust debate and insight. Could include exploring the applicability of a 'checks and balances unit', a 'Total Portfolio Management' unit or a combination of the two.
Clarifying accountabilities	Review of key outputs, processes, roles and committees to ensure that the key accountabilities, outcomes and inter-dependencies are clear and aligned.