



**development
partnership**

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Organisation Development & Change Management

The Development Partnership has been helping organisations to change and develop since 1992. We enable organisations to get the best from their people – by providing strategic advice on development and change management interventions.

From our experience, we have identified the critical components in successful organisation change as:

Capacity & Leadership

Is there a sponsor or champion who will lead change? Is there effective leadership throughout the organisation with the capacity to manage change? Do staff have the skills needed to perform in the new organisation? Have change agents been identified?

Change Vision

Why is change necessary? Is there a compelling and inspiring vision that is driving change? Was that vision communicated?

Change Strategy

What are the enablers and barriers to change? Are people willing to change? What should the approach be? Is there a clear project team leading change?

Culture

Does the organisation's culture support reform? Is effort needed to change culture? What is being done to engage stakeholders? What resources can be used to sustain change?

Commitment

Is there support for change? Is it built on local ownership or has the change been imposed? What is being done to build commitment?

Our way of working enables managers to clarify their roles and be proactive within a changing environment. We recognise that, for managers to lead people through change, they need to be convinced of the need for change and to have a real role in shaping the process of change.

Increasingly complex organisations need to ensure consistency and coherence between different change interventions and to manage relationships that cross organisation boundaries. Yet increasingly complex organisations also need easy-to-use people management systems. We can look at what you do and help you make it as simple as possible. A key outcome is ensuring that our clients align their HR strategy with business priorities.

We have conducted OD research, HR strategy and policy evaluation studies for clients including CIPD, Cabinet Office and the Institute of Employment Studies. Linked publications have included Making Training Pay – a guide to evaluation and Fit for Business – building a strategic HR function.

Our development solutions deliver improved performance and lasting organisational change in areas including leadership and management development, talent selection and performance management. Our experienced facilitators enhance Board effectiveness and help you build high performing teams.

