

A series of three blue chevrons pointing to the right, located to the left of the 'Change Management' header.

## Change Management

### Service Description

We know that organisational change can feel daunting. There's a lot to do, determining the root of the problem, aligning teams, and breaking down communication siloes. We believe that transformation shouldn't be that difficult.

Our Change Management service facilitates adaptable, compliant governance processes, ensuring smooth transitions to achieve transformation goals.

### Key Features

1. Change done with you, not to you.
2. Tailored to comply with UK governmental standards and regulations.
3. Enhances stakeholder engagement through structured communication plans.
4. Utilises best practices for risk management and mitigation.
5. Offers strategic planning tools for effective change implementation.
6. Facilitates employee training and development during transitions.
7. Provides metrics and tools for measuring change impact.
8. Promotes alignment of change initiatives with governmental strategies.
9. Incorporates feedback mechanisms to refine ongoing processes.

### Benefits


1. Reduces operational disruptions during significant organisational changes.
2. Ensures continuity and compliance in service delivery.
3. Minimises resistance through proactive stakeholder management.
4. Improves success rates of implemented change.
5. Enhances transparency and accountability in change processes.
6. Encourages a culture of continuous improvement and innovation.
7. Increases employee engagement and morale during transitions.

### Delivery Methods

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Nimbility is a trading name of Tootechnical Ltd  
Company Registration Number: 03879909  
Registered Office: 38 Dollar Street, Cirencester, GL7 2AN  
Registered in England and Wales



Three large, light blue chevrons pointing to the right, stacked vertically.

Our consultants will support your change needs through a mix of on-site and remote work. When working remotely, the client has the choice to use our remote tooling (Zoom, Mural, etc.) or have our team onboarded onto their IT infrastructure (at the client's cost).

Our travel policy is that travel within 30 road miles of Swindon, Wiltshire, is free of charge. Beyond that, travel and subsistence will be at agreed rates.

We respect our people therefore, where a commute is beyond one hour, we normally expect overnight accommodation to be provided. Where travel time is over 1.5 hours, all travel time is charged at standard day rates.

## About Nimbility

# We help enterprise teams bring better products to market faster.

We know that any form of organisational change can feel more than a little daunting. There's a lot to do, determining the root of the problem, aligning teams, and breaking down communication siloes. But we believe that transformation shouldn't be that difficult.

**That's why our business is founded on these 4 principles.**

### 01 We make it simple

By its very nature, organisational change is complex. Human nature dictates that we don't want to do hard things. To help you demystify change, we'll make the complicated feel simple.

### 02 Iterative changes give quick results

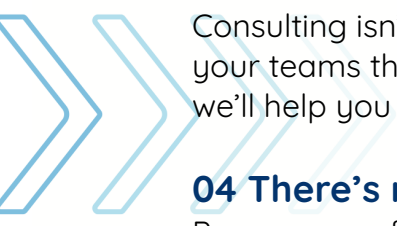
People don't learn what's dry and boring. They learn by doing. When people enjoy making iterative changes happen, particularly when they see quick and frequent improvements. **you'll reduce resistance across the organisation.**

### 03 Enduring change creates lasting legacies

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Consulting isn't simply about addressing the immediate issues. It's about giving your teams the skills and frameworks to deliver enduring change. That's how we'll help you leave a positive legacy for the future.

#### **04 There's no one-size-fits-all**

Processes or frameworks, like the Scaled Agile Framework, are powerful tools. But they don't answer every question. Many times, you'll need an answer that's not in the playbook. Having helped enterprises across the globe make change happen, we'll help you avoid pitfalls, see your blindspots, and delight your customers more easily.

#### **Our story**

Many moons ago, Glenn was a software engineer heading up complex Telecoms work for Motorola. But as the leader of several large teams that spanned Europe and Asia, he found getting everyone working together wasn't as easy as he first thought. Project scope would change, priorities were often misaligned, and communication was poor.

As a result, he found himself spending 30-40% of his time planning and replanning work.

This led to an important observation:

This was not a good use of company time or money.

He realised there must be a better way. After much searching, he discovered the Agile way of working.

The Agile solution was simple: Plan in detail for the short term. Outline future work in less detail.

Not surprisingly, using the Agile approach started to pay dividends. Teams were happier, projects were delivered faster, with more quality, and word began to spread.

Given this success, he was soon tasked with rolling out Agile across an entire business unit of about 500 people spanning the globe. In what he calls a baptism of fire, he quickly figured out what worked and what didn't when working at scale. And the result? He started to see the impact that enterprise-level agility had on employees, customers and profits.

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Fast-forward to the present, and Glenn Smith, our founder, has empowered hundreds of teams and a multitude of industries to spotlight organisational problems, understand their impact on the business, and deliver solutions.



### More about Glenn...

Our core belief is that paying it back is important. That's why Glenn is a conference speaker, author, and recognised SAFe framework contributor. For us, it's all about sharing thoughts and ideas. It's how, together, we make the world a better place.



### Questions?

If this document hasn't scratched the itch, please reach out to the team on [info@nimbility.co](mailto:info@nimbility.co) or 0333 567 0 527.