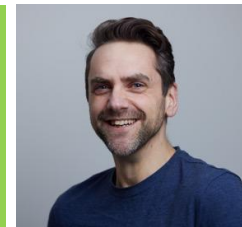
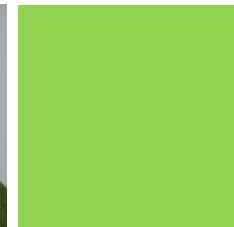
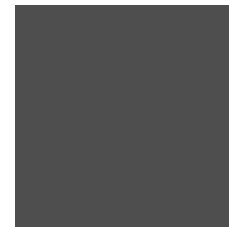
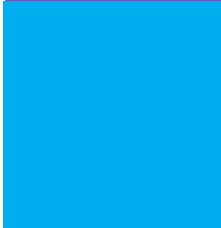
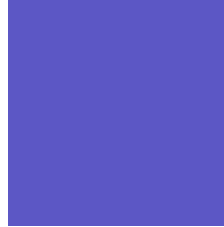


LEADERSHIP COACHING FOR CHANGE

Empowering leaders:
enhancing team dynamics and
culture through expert leadership
coaching for change

theinform team 





LEADERSHIP COACHING **FOR** **CHANGE**

Leading through change: building resilient teams and cultures for tomorrow's challenges

The Inform Team's leadership coaching service helps you smooth the journey through technology adoption and new ways of working.

Our culture specialists are experts in human behaviour and change management. We combine anthropology, psychology, neuroscience and coaching to influence behaviour, improve collaboration, and get the best from your team.



“The team invest time in getting to know what’s happening around the organisation, what’s working, and where the challenges are.

Then they work their magic to really bring ideas to life and communicate key messages in a really engaging and impactful way.”

Head of Data Management, Governance and Skills Development

MINISTRY OF DEFENCE



OUR APPROACH

We offer leadership coaching to navigate technology adoption and workplace evolution. Utilising insights from anthropology, psychology, and neuroscience, our coaching empowers leaders to foster an inclusive, collaborative culture, driving team performance and resilience for the long term.

BENEFITS



Improved team dynamics and individual growth



Overcomes change fatigue or resistance



Empowers leaders to nurture team culture for long term success



Anticipates and mitigates barriers to change



Understand your team culture and behaviours



Improves your organisational resilience

FEATURES

- ✓ One-to-one leadership coaching for senior managers and team leaders
- ✓ Personal and team development to enhance effectiveness
- ✓ Specialist coach with expertise in behavioural science and systems-based approaches
- ✓ Highly experienced in supporting cultural transformation for complex organisations
- ✓ Fosters a human-centric team culture, encouraging collaboration and knowledge sharing
- ✓ Approach draws on anthropology, psychology and neuroscience
- ✓ Outcome oriented approach, setting clear, measurable goals for team development



WHY CULTURE MATTERS

Group culture is powerful. It taps into our most innate human impulses to influence what we do and how we work.

Your organisation's culture can be your strongest asset or your biggest risk – it all depends on how you nurture it.

We put people first to build an open, collaborative culture... and we can do it without mentioning change, if that's what your people need.

OUR EXPERTISE

Our culture + behaviours team are experts in people. With a background in neuroscience, psychology and sociology, they have extensive experience in creating deep-rooted change.

We also deliver the tactical elements of a change programme including planning, project management, training, design and communications.



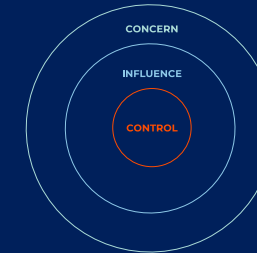


THE CHANGE CURVE

The Kubler-Ross change curve is often used to explain how people respond to profound change.



FOCUS ON WHAT YOU CAN CONTROL



Circle of Concern

Examples focusing outside your control

- What "they" think
- Their expectations
- Their behaviour
- Their attitude
- Their opinion
- Disasters
- The news
- Your past
- The economy
- The weather
- Gossip
- Others' behaviour
- Bad drivers
- Stereotypes



Circle of Control

Examples focusing within your control

- Your words
- Your thoughts
- Your actions
- Your attitude
- Your reactions
- Where you live
- Where you work
- How you behave
- What you buy
- What you eat
- Your time
- What you believe
- What you want
- How you feel



Control

Matters that you can directly control and change

Influence

Matters that you cannot directly control, but can somewhat influence

Concern

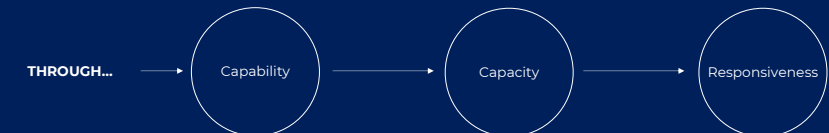
Matters outside of your control or influence

WHAT IS CHANGE MANAGEMENT?

At the work level, it's a **structured approach** to managing the **people side of change** to achieve a desired **outcome**.



At the organisation level, it's about **creating the right conditions to drive change**





“The Inform Team were pivotal in cultivating a mindset of change within ORR which was key to successfully implementing organisational transformation.

In the realm of business change when implementing Teams and SharePoint, it is prudent to remember that change is not a disruption, but an opportunity to unlock untapped potential and elevate our collective brilliance.”

PROJECT LEAD

OFFICE OF RAIL AND ROAD

SUCCESS STORIES

“We’re now an organisation that has got people with the level of skill to complement their passion for working in new ways. And who are supporting that change within their services.”

DIRECTOR OF PEOPLE AND INCLUSION
BURY COUNCIL



[Read online: NHS Derby and Derbyshire ICB case study](#)

NHS DERBY AND DERBYSHIRE ICB

- ✓ Delivered a technology landscape report across 300+ care homes
- ✓ Completed a training needs analysis across the ICB
- ✓ Established M365 skill levels and attitudes towards training within the ICB
- ✓ Developed digital skills strategy with recommendations for priority skills and training approach
- ✓ Rolled out a digital champions programme and targeted M365 training

BURY COUNCIL

- ✓ Delivered 18 month digital champions programme
- ✓ Trained over 950 employees in Microsoft 365, soft skills and new ways of working
- ✓ Conducted digital maturity assessments to benchmark skills and measure progress
- ✓ Digital skills increased by 71%
- ✓ Training sessions rated on average 9.3 out of 10 by participants



[Read online: Bury Council case study](#)

MIX AND MATCH OUR SERVICES TO **SUIT** YOUR PROJECT GOALS

- Change readiness assessment
- Discovery
- Maturity assessment
- Communication plan
- Creative communications
- Change management consultancy and services
- Culture change for business transformation
- Introducing new ways of working
- IT transformation through change management
- Leadership coaching for change
- Managing change for new technology
- Technology adoption and change management
- Communicating change for employee engagement
- Communications and engagement for digital transformation
- Event planning and support
- Graphics and design support
- Internal communications

