

PROJECT
one

Change Experts

Introduction

We are a leading, independent consulting business specialising in change.

- We are change experts; we make the complex simple
- We have extensive global experience in multiple sectors
- Our change services are designed to deliver your most critical change and keep you in control
- We were formed in 1998 and remain independent
- We typically work with c.20 customers at any one time; and deploy teams ranging from 2 to 10+ consultants
- Our consulting team has a min. of 10 years experience
- Our work is assured by our team of Consulting Directors
- We are recognised in the market; as a leading consultancy; a great place to work; and for our international growth
- We build long-lasting partnerships, based on trust.

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"Project One is one of the best, if not the best consultancy, I've worked with in all my years. You moved my team on massively. Your rigour, thoroughness and people skills are outstanding, and you have done a great job sharing your wisdom and experience. We have built a great relationship and I hope and expect us to work again together soon"

**Head of Transformation
Global Telecommunications Company**

Who we work with

We work alongside leading private and public sector organisation and help them tackle their most complex change and transformation challenges.



Hunter Class



Fibre Expansion



IT & Business Re-Platforming



COVID-19 Response
NHS Supply Chain



Manufacturing Set-Up
Change Operating Model



UK Retail Bank
Ringfencing



Global IT
Portfolio Function



IT Transformation
Data and Agile

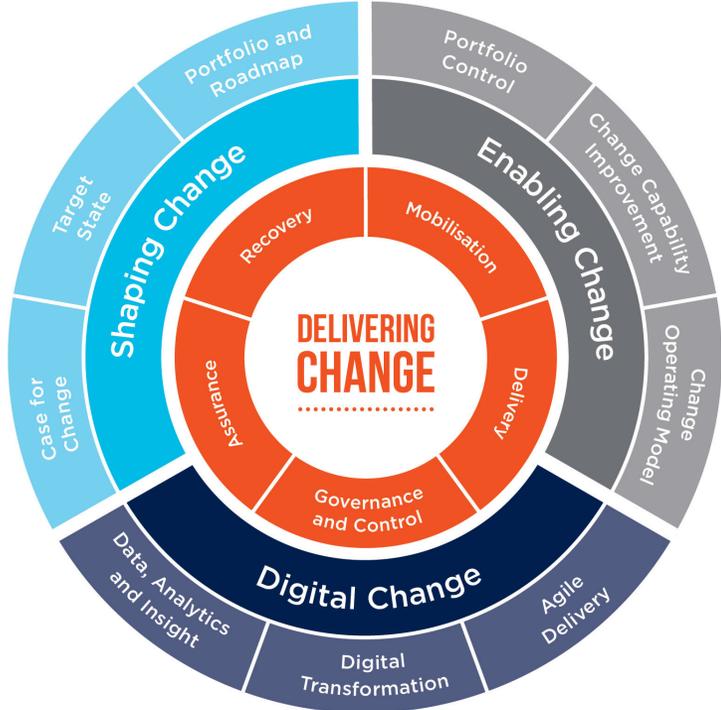
Our core services

We help ambitious organisations to change, thrive and grow.

As specialists in change and transformation, we offer an end-to-end service, working alongside you at every stage of your journey:

- Shaping Change: translating strategic ambitions into clear change plans
- Delivering Change: ensuring change remains on track, delivering the required business outcomes
- Enabling Change: improving your own organisation's change capability
- Digital Change: delivering the foundations that will drive your digital strategy.

Our End-to-End Change Services



We have been delivering complex change for over 20 years.

Why Project One?

Project One's unique experience and approach will help tackle your key challenges:



Change expertise

Expert planning and governance of change



Genuine independence

Confidence and experience to challenge



Bespoke solutions

Tailor the approach to your situation



Thought leadership

Call on a huge depth of experience



Rapid delivery

Drive at pace towards the business outcome



Quick win focus

Identify and deliver 'no regret' changes



Collaborative assurance

Work at your side leading by example



Capability uplift

Bring your team along the journey

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**Business Transformation
services**

Shaping change

Case for change



Our engagements focus on producing a clear and compelling business case to gain support across the business. We help you to describe the case for change in terms of why the change is needed and the intended benefits. Our support helps to ensure that you have a defined business case from the outset which can be tracked and assessed to ensure there is a focus on business success from change.

Target State



Our engagements often start with a change to your strategic context resulting in a new business strategy. We help you to decode this strategy into a set of change drivers and the outcomes needed to achieve success. Our support helps to ensure the revised strategy does not remain as 'shelf-ware' and is translated into the required end-state organisation and changes needed to realise outcomes.

Portfolio and Roadmap



Our engagements turn your business strategy into tangible action that can be implemented to achieve outcomes. We help you identify the best approach to the change and build a clear plan to set you up for success. Our support ensures you have a defined strategy for the change, a clear portfolio of initiatives to achieve the outcomes and a prioritised and sequenced roadmap.

Delivering change

Mobilisation and delivery



- Our engagements bring certainty to the success of your business critical change programmes.
- We help you to mobilise with a clear vision and full commitment from your stakeholders and provide a delivery focus to ensure benefits are realised.
- Our support helps to ensure you keep complex transformations on plan by infusing the right level of skill and experience onto your programmes.

Governance and control



- Our engagements provide support to your change agenda in three areas.
- Enterprise Portfolio Management Office (EPMO) providing enterprise delivery oversight.
 - Divisional Portfolio Offices: delivering reporting and portfolio controls for business functions.
 - Programme and Project Management Offices: embedded within specific change initiatives.

Assurance and Recovery



- Our engagement focus on ensuring change programmes remain on track.
- We help you by providing assurance to increase the likelihood of achieving a successful outcome – and recovery when programmes go off track.
- Our support helps to ensure you address issues of key milestones moving, cost forecasts increasing, poor decision making and lack of sponsorship attention.

Enabling change

Portfolio control



- Our engagements range from short, sharp diagnostic and design initiatives to longer term projects.
- We help you to design and mobilise change oversight in your organisation, performing leadership roles to embed new processes.
- Our support helps to ensure your enterprise portfolio management office (EPMO) is aligned with wider business governance and strategy.

Change capability



Our engagements provide tailored change leadership coaching and advice to executives and leaders.

We help you to plan and project manage internal change capability programmes – including new delivery processes (e.g. agile).

Our support helps to ensure change processes work in your environment and can augment your existing change capability.

Change operating model



Our engagements focus on transforming IT and change functions to support the needs of the business.

We help you to build greater agility and flexibility in ways of working and identify the required roles and skills alongside delivering cost efficiency.

Our support helps you to move away from traditional IT and change operating models towards a modular service-based model.

Digital change

Data analytics and insight



Our engagements provide a focus on data which is increasingly critical for businesses as a key value driver.

We help you to get the right insight from your data as data volumes rise exponentially along with governance and compliance demands.

Our support helps to ensure the alignment of data and the delivery of fresh insight to support the realisation of your business strategy.

Digital transformation



Our engagements focus on repositioning your customer proposition for the digital age – to make the most of these opportunities.

We help you to meet these aspirations through a transformation and a change in delivery mindset.

Our support helps to ensure your business can meet rising customer expectations as their channels of choice.

Agile delivery



Our engagements provide a focus on change delivery in the digital world.

We help you to increase speed to market with closer engagement and alignment with the business and shape requirements to meet needs.

Our support helps to ensure you can adopt an agile delivery approach to bring a greater focus on the customer by delivering iteratively, failing fast, and learning quickly.

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**Supporting Government
and the Public Sector**

The current context

Government departments are facing new and increasing challenges

These include:

- Growing scrutiny on business cases and an increasing demand to demonstrate value for money from major change programmes
- Rising expectations on the quality of services being delivered to the public and other stakeholders
- Demonstrating a clear strategy and leadership on data usage, security and retention, balanced with leveraging the value of the rich data held across departments
- Delivering efficiency and effectiveness through automation, digital services and management of outsourced services
- Implementing new processes and systems at an ever increasing pace of change

All of this places significant pressure on the continued delivery of vital change and transformation plans across Government and the wider Public Sector.



There is a need to deal with this by:

- Ensuring departments can cope with a level of ongoing change; especially critical in business continuity situations
- Identifying the impact of the current situation on change programmes and the operational and functional within departments
- Making hard decisions on which change plans to stop, which to pause and which to continue
- Driving on-going change and transformation

Our perspective

Providing experienced, calm leadership to help you drive change

In our experience we have seen many organisations struggle with complex change and transformations. There are several common challenges:

- **Be ready for change** – Identify early the support you need to ensure your organisation is set up to succeed
- **Understand the leadership you need** – Bring in key people who know what works and what does not
- **Focus on the outcome, not the process** – Tailor the correct approach to deliver the outcomes the organisation needs
- **Exploit your core capabilities** – Understand where you have strength in depth, and where you need support
- **Embed full ownership** – Ensure full involvement across the organisation, senior business alignment and understanding
- **Leverage Private Sector experience** – Take the best current learning, thinking and practices from the private sector and apply it appropriately to Public Sector challenges



Our Project One team can help:

- Experienced consultants, used to dealing with difficult, stressful situations, with lots of ambiguity
- Used to working remotely, orchestrating virtual teams working in different (often global) locations
- Trusted to step in at a senior level
- Easy to engage and can be mobilised quickly to support you for as long as you require
- Development of robust business cases with the necessary HM Treasury Green Book submissions

Examples of our public sector experience

Crisis Test and Trace

Central Government Department

In response to the COVID-19 pandemic, Project One are supporting the national Test and Trace Programme:

- Supporting the establishment of the programme workstreams; Test, Trace, Contain and Enable.
- Supporting the establishment of the Command Centre.
- Supporting the establishment of the programmatic ways of working in the Programme Management Centre

Crisis supply chain

Implementation body of Government

In response to the COVID-19 pandemic, Project One are supporting this organisation in:

- Pragmatically scaling up the distribution of Personal Protection Equipment and the components that make up Intensive Care beds across England and Wales
- Ensuring disparate suppliers across the country are aligned
- Maintaining delivery urgency, pace and resolving hot-issues



Examples of our public sector experience, continued

Organisational landscape review

Arm's length body Nuclear industry

Commissioned via the Nuclear Skills Strategy Group (NSSG) to undertake a review of the organisational landscape:

- Conducting series of 20+ strategic interviews with organisations and employer companies
- Undertaking analysis and mapping against the delivery of the Nuclear Skills Strategic Plan
- Developing findings and recommendations for improvement

Data programme review

Regulator Aviation industry

Led the review of the Big Data Programme – maximising the use of digital intelligence to enhance their insight for Better Risk Regulation

- The review compared progress with five common causes of failure for this type of programme
- The outcome of the review was 23 recommendations – nine were critical to action in the short term



External recognition



Special recognition for:

Digital Transformation, Organisation and Change

Defence, Energy and environment, Public Sector, Retail, Pharma, FS and Media

Voted by our customers and peers.

Committed to climate change:

Signed up to the **UN Race to Zero campaign** and UK Government sponsored **SME Climate Hub**.

Ranking in **3rd** place:

Fastest International Growth

Independent comparison of 200 mid-market organisations.

Recognised as a:

A UK Best Workplace Centre of Excellence in Wellbeing

Independent accreditation via an anonymous employee survey.