



LEADERSHIP & CULTURE

Supporting Leaders To Drive Business Agility

G-Cloud 14 Service Definition Document

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ABOUT JCURV

JCURV OVERVIEW

Our mission is to sustainably increase the agility of organisations so they can thrive in an increasingly uncertain world

JCURV's EXAMPLE CLIENTS



Sainsbury's

J.P.Morgan



Schroders
personalwealth

JLR



Mercedes-Benz



JCURV's EXPERT INSIGHTS



JCURV's INDUSTRY AWARDS



News UK



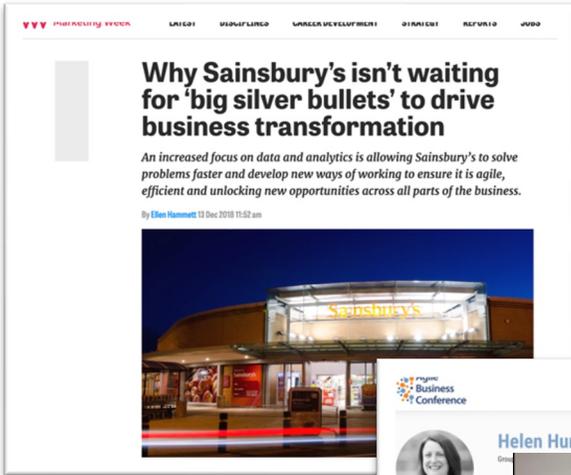
BEST NEW
CONSULTANCY



Sainsbury's

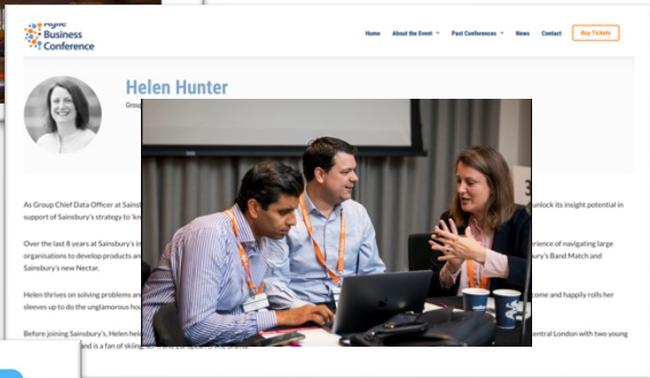


MEDIA RECOGNITION

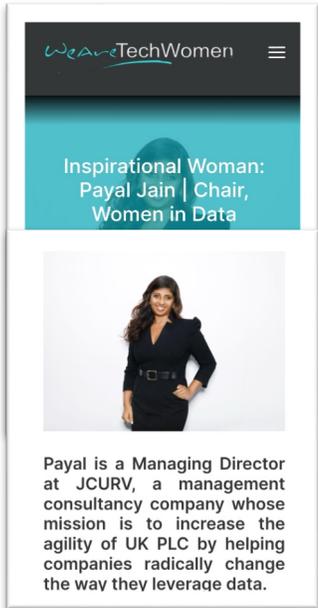


JCURV's client presented at the Agile Business conference about Sainsbury's Agile journey

Article on the Agile transformation undertaken in DACE in Marketing Week



Agile in Data conference presentation at the '2018 Women in Data' conference by JCURV's client



JCURV's Payal Jain recognised as an inspirational role model by WeAreTechWomen.

Article on some insights from our 3rd State of Agile Culture Survey, with perspectives from our Founder Vikram on how organisations and leaders can respond.



JCURV's Vikram Jain discusses findings from our recent State of Agile Culture report on Ian King Live



JCURV's Payal Jain joined MPs and other female leaders at 10 Downing street for International Women's day

HOW WE HELP ORGANISATIONS TO SUSTAINABLY INCREASE THEIR AGILITY SO THEY CAN THRIVE IN AN UNCERTAIN WORLD

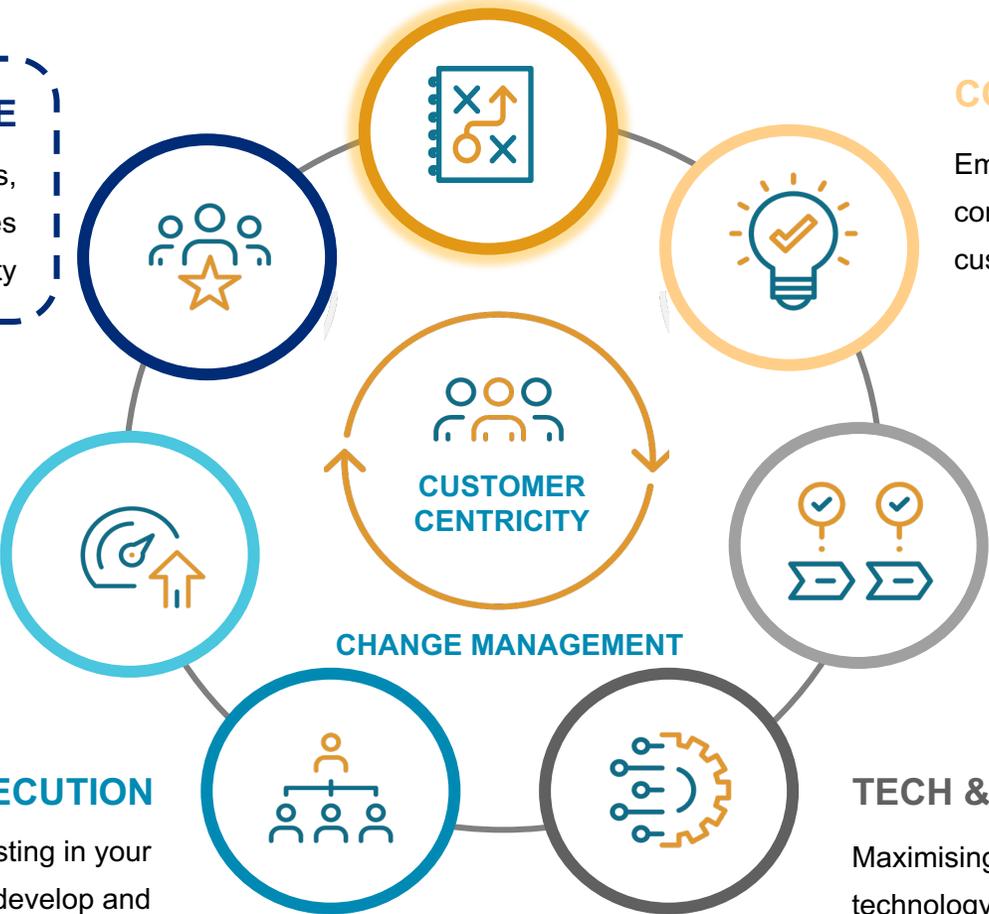
STRATEGIC AGILITY: STRATEGY, OKRs & PORTFOLIO MGMT

Designing and delivering simplified strategy with OKRs and lean portfolio principles to ensure business results are achieved

LEADERSHIP & CULTURE
Supporting your leaders, at all levels, to build an environment that enables greater organisational agility

TEAM WAYS OF WORKING
Building high-performing, cross-functional delivery teams, focused on maximising value for your customers

WORKFORCE DESIGN & EXECUTION
Structuring, optimising and investing in your workforce to effectively design, develop and deliver a future-proof strategy



CONTINUOUS PRODUCT INNOVATION
Embedding the capability to design, deliver and continuously manage and improve products that customers love

VALUE STREAM & PRODUCT OPERATING MODELS
Improving the speed, efficiency and effectiveness of how you deliver value by pivoting from being project to product aligned

TECH & DATA AGILITY
Maximising the value from your data and technology investments and capabilities

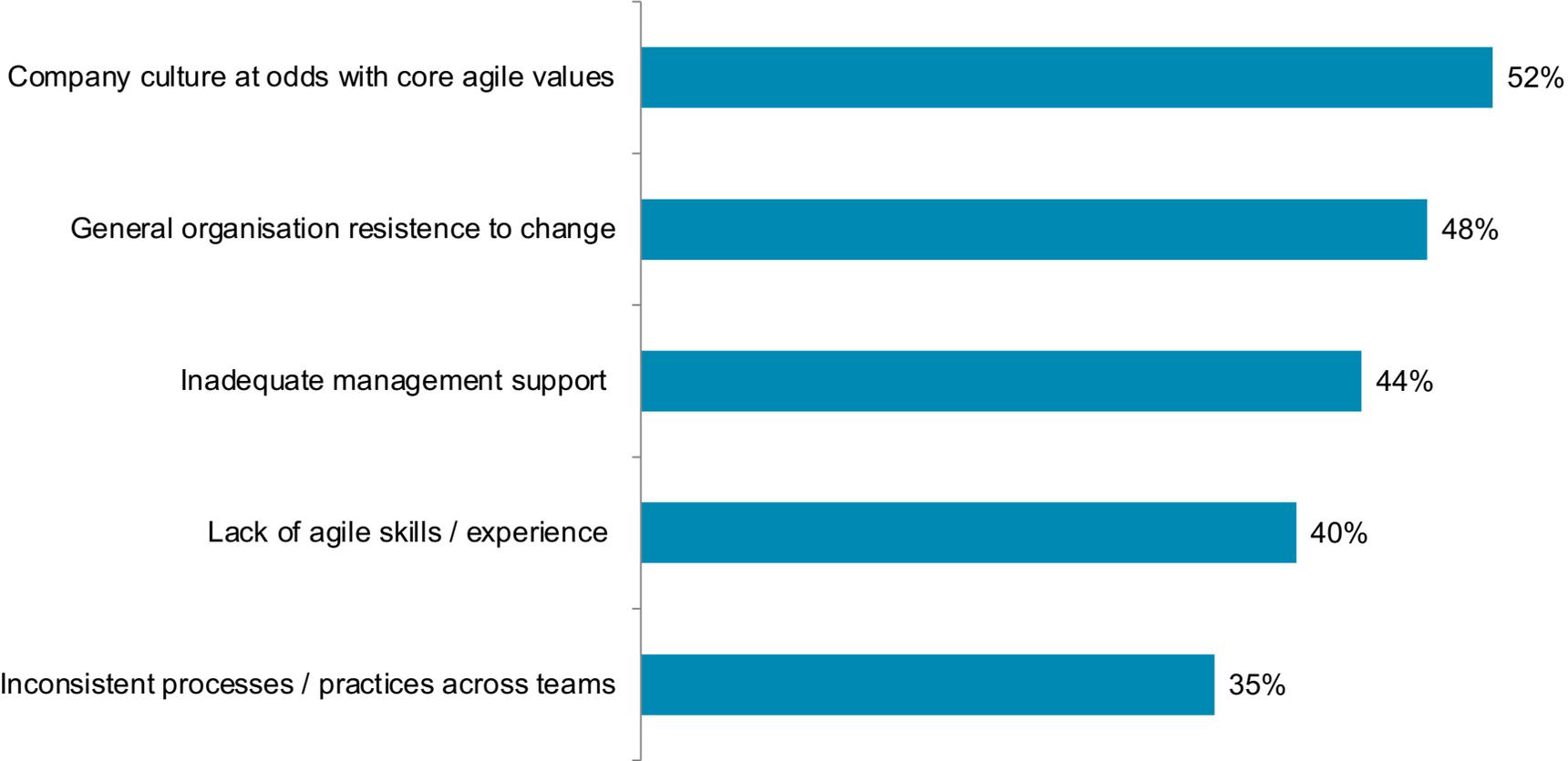
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LEADERSHIP AND CULTURE

LEADING CAUSES OF AGILE TRANSFORMATION FAILURES

The State of Agile report consistently highlights that leadership and culture are the largest impediments to agility

TOP 5 LEADING CAUSES OF AGILE TRANSFORMATION FAILURE , % OF RESPONSES



Source: '14th State of agile report, VERSIONONE, 2023.

JCURV'S STATE OF AGILE CULTURE LEADERSHIP AND CULTURE INSIGHTS

JCURV runs the largest culture survey globally and in our 2023 results we have proved the link between company performance, culture and leadership style



A strong agile culture can increase commercial performance by **277%**



Post-heroic leadership is highly correlated with a strong agile culture (**0.82**)



Post-heroic leaders are closely associated to organisations which can respond more quickly and effectively to market challenges and opportunities (**0.86**)



41% of respondents felt clear about the direction of their organisation and team.



Only **10%** of leaders demonstrate post-heroic leadership qualities

HEROIC LEADERS

- Demonstrate a 'command and control' approach to leadership
- Rarely empower others, instead assigning tasks and managing direct reports on a 1:1 basis



POST-HEROIC LEADERS

- Foster empowering and engaging work environments
- Retain the accountability required of their role without inhibiting their team's potential



AGILE LEADERSHIP AND CULTURE INSIGHTS

Leadership agility is the ability to lead effectively under conditions of rapid change and mounting complexity



71% of employees do not believe their leaders can respond to market changes (**89% in FS and 90% in Retail sectors**)



There is a significant gap in leadership's awareness and understanding of agile behaviours:

- **97%** of C-suite members believe they role model agile behaviours, but only **2%** of staff agree
- **80%** of C-suite members feel that leaders in their organisation can adapt and pivot, while just **15%** of senior leaders agree
- **91%** of C-suite members feel experimentation is encouraged, compared with **35%** of delivery team members.



The top three levers that leaders can pull to unlock improved commercial performance are:

- Investing in agile coaching and training for themselves and team members
- Providing greater clarity of intent / business focus and priorities
- Creating and sustaining a safe agile working environment.



A post-heroic leadership is the way to build a strong agile culture, organisational agility, resilience, and improve commercial performance

The case for investing in leadership capabilities and moving to this style of leadership has never been stronger.

LEADERSHIP AND CULTURE

We support all leaders to build a trusting environment which empowers teams and improves delivery

CLIENT CHALLENGE

- With the pace of change dramatically increasing, businesses and leaders are under increased pressure to respond
- JCURV has found that organisations with a strong agile culture outperform their peers by 277%. Leaders are critical to creating that culture – setting clear intent, empowering their teams and creating a test and learn environment
- 97% of C-suite leaders believe they role model agile behaviours, yet only 2% of team members agree
- 80% of C-suite leaders feel that their organisations can adapt and pivot, while just 15% of senior managers agree
- The highest performing organisations have highly engaged employees, motivated by an inspiring team of supportive leaders that unite the organisation by setting clear intent.

WHAT WE DO

JCURV works with leaders to build a trusting environment which empowers teams and improves delivery.

We support clients in the following ways:

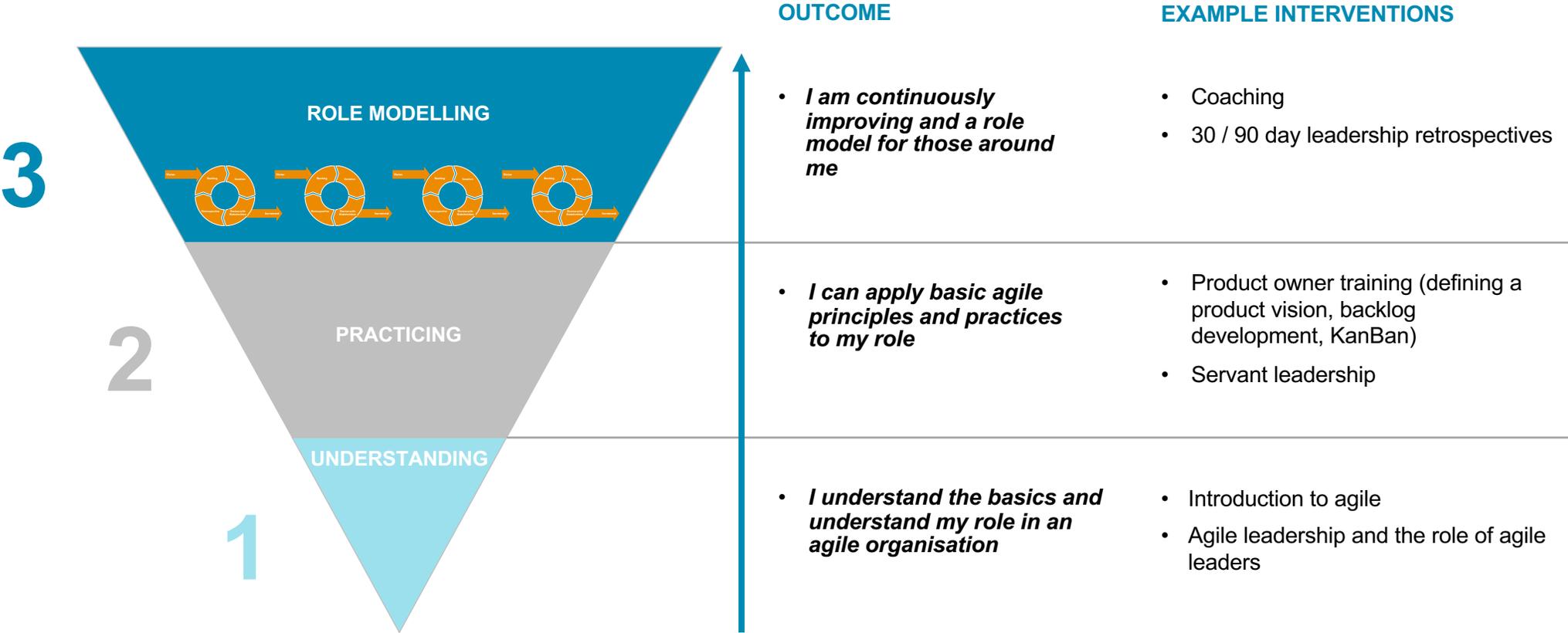
- Agile Leadership behavioural assessments to understand areas of strength and improvement opportunities
- Executive Coaching providing individuals with objective and actionable insight from behavioural assessments
- Leadership training, building leaders' agile understanding from a foundational to expert level
- Building authentic leadership which fosters inclusion and psychological safety
- Running agile leadership safaris and communities of practice to learn from peers and inspire others
- Agile Leadership Development - supporting leaders and teams on the longer-term journey to iteratively strengthen their behaviours that enable greater agility.

OUR PERSPECTIVES

- The 3rd State of Agile Culture Report
 - *Discover the impact of leadership styles on agile culture, business agility, organisational resilience and performance in a recession environment.* [Access our report here.](#)
- Wave goodbye to heroes – why heroic leaders over-control and under-utilise their team
 - *Involving others in decision-making is a key lever to motivate and engage teams, ultimately delivering better outcomes. However, many leaders struggle to genuinely empower.* [Discover our insights here.](#)
- How leaders can create a positive feedback environment
 - *Many individuals face difficulties in giving and receiving feedback, yet it is an essential skill, particularly for leaders. A positive feedback environment is a key determinant of an agile culture.* [Learn more here.](#)
- Are you ready to be empowered?
 - *Research has shown that when employees are given more control and autonomy, they deliver a stronger performance and demonstrate greater satisfaction and commitment to their organisation.* [Discover how to put it into practice here.](#)

HOW JCURV HELPS LEADERS

We focus on developing leaders on three levels



3 | WHY JCURV

OUR IMPACT

Our clients have achieved significant benefits from pivoting to product aligned ways of working

40%

MORE PRODUCTIVE

30-70%

**FASTER TIME TO MARKET
AND URGENCY**

21%

INCREASED ENGAGEMENT

45%

**LESS UNUSED FEATURES / MORE
CUSTOMER-CENTRIC**

30%

REDUCED RISK

25%

COST SAVINGS

100% of our clients who embarked on a transformation using our approach are sustaining or improving their agile ways of working, leadership and product capability following our engagement.

LEADERSHIP AND CULTURE

Examples of our work

GLOBAL INVESTMENT BANK: LEADERSHIP TRAINING

- We designed and delivered a bespoke, immersive two-day training course to 250+ Technology leaders of a global investment bank Markets business.
- Delivered as part of enabling a wider transformation, select modules included: productivity and flow, operating model design, product governance and quarterly planning and agile leadership and culture.
- Training the leaders paved the way for the transformation, encompassing an operating model redesign and value stream mobilisation, ensuring that leaders were upskilled, bought in and role modelling the change.

ONE OF UK'S LARGEST SUPERMARKET CHAIN: LEADERSHIP AGILITY COACHING

- We coached members of the Exco and the transformation leadership of a £500m transformation introducing and embedding agile leadership principles
- The leadership embarked on a 30-day cycle where they reviewed their behavioural scores as part of a 180-degree retrospective
- Based on the scores and retrospectives, the leaders participated in both training and conducted behavioural experiments to close identified gaps through action.
- The programme delivered £1bn of value over 3 years.

ICONIC ENERGY DRINK BRAND: AUTHENTIC CHANGE LEADERSHIP

- We supported an iconic energy drink brand's management teams with training in best practice change leadership approaches in response to challenges being faced ranging from system and process changes to M&A activity.
- We designed and created a comprehensive change course focused on the role of leaders as change sponsors as well as change recipient, building in interactivity and case studies, and delivered training to in-country leadership teams throughout Europe.
- Our authentic change leadership course was the highest scoring pilot course ever at the energy drink brand's company, with participant satisfaction scores ranging from 4.8 to 5 out of 5.

HEAR FROM OUR CLIENTS ON WHY THEY CHOSE JCURV



CDO – Nicky Klein explains why they selected JCURV as a transformation partner



[CLICK HERE](#)



CCEP leaders and colleagues explain why they selected JCURV as their transformation partner and what makes JCURV different.



[CLICK HERE](#)

HEAR ABOUT OUR CLIENTS' TRANSFORMATION JOURNEYS WITH JCURV

Schroders
personalwealth

SPW colleagues, discuss how an Agile approach can bring business and technology teams closer together to help solve the key challenges faced by the industry.



[CLICK HERE](#)

Coca-Cola
EUROPACIFIC
PARTNERS

CCEP leaders and colleagues explain why they selected JCURV as their transformation partner and what makes JCURV different.



[CLICK HERE](#)

OUR OTHER OFFERINGS

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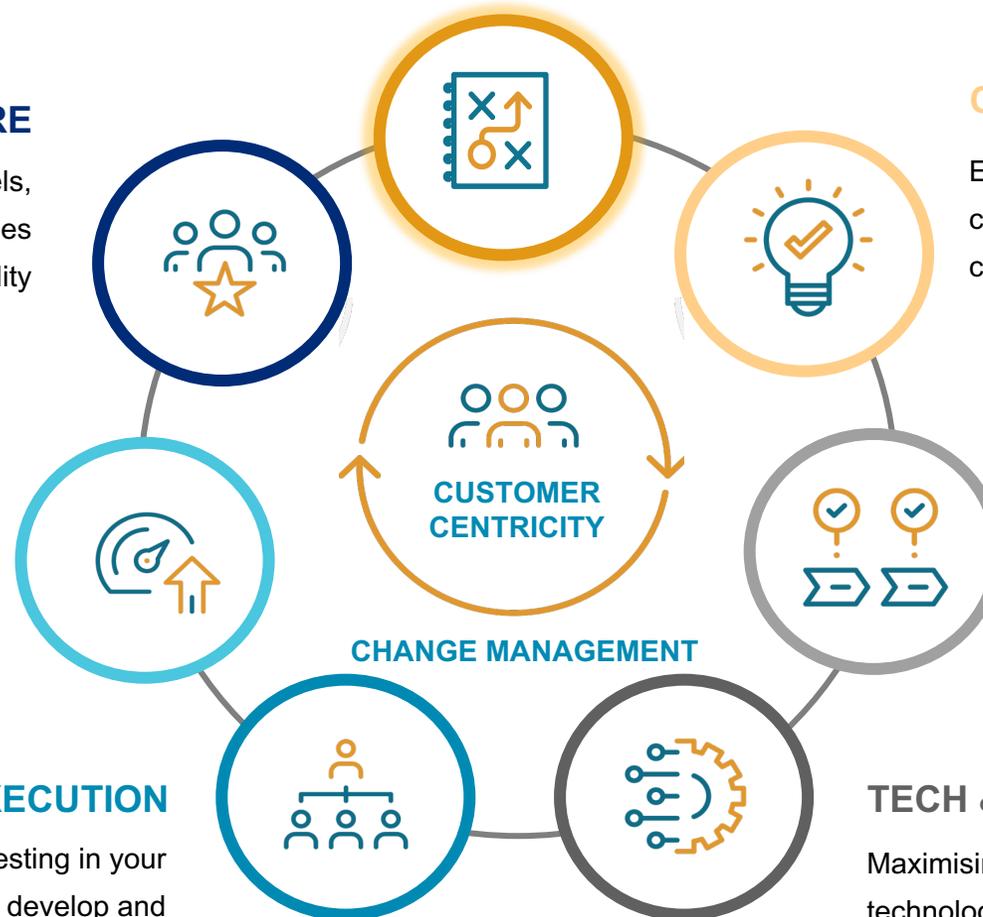
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HOW TO GET IN TOUCH

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