

PROJECT one

Change Management
Achieving your North Star

Change Management

Your people are the key to transformation

- Today's organisations must deal with constant, rapid change
- The ability to respond to this, delivering change through disciplined Programme Management, is essential – but in itself, is not enough
- Successful change hinges on the people in an organisation who make change happen – or not
- Effective leadership and support for employees throughout the change journey are pre-requisites for achieving outcomes and realising your benefits
- With the increasing pace and complexity of change, it's vital to position Change Management at the core to ensure changes are embedded and sustained.

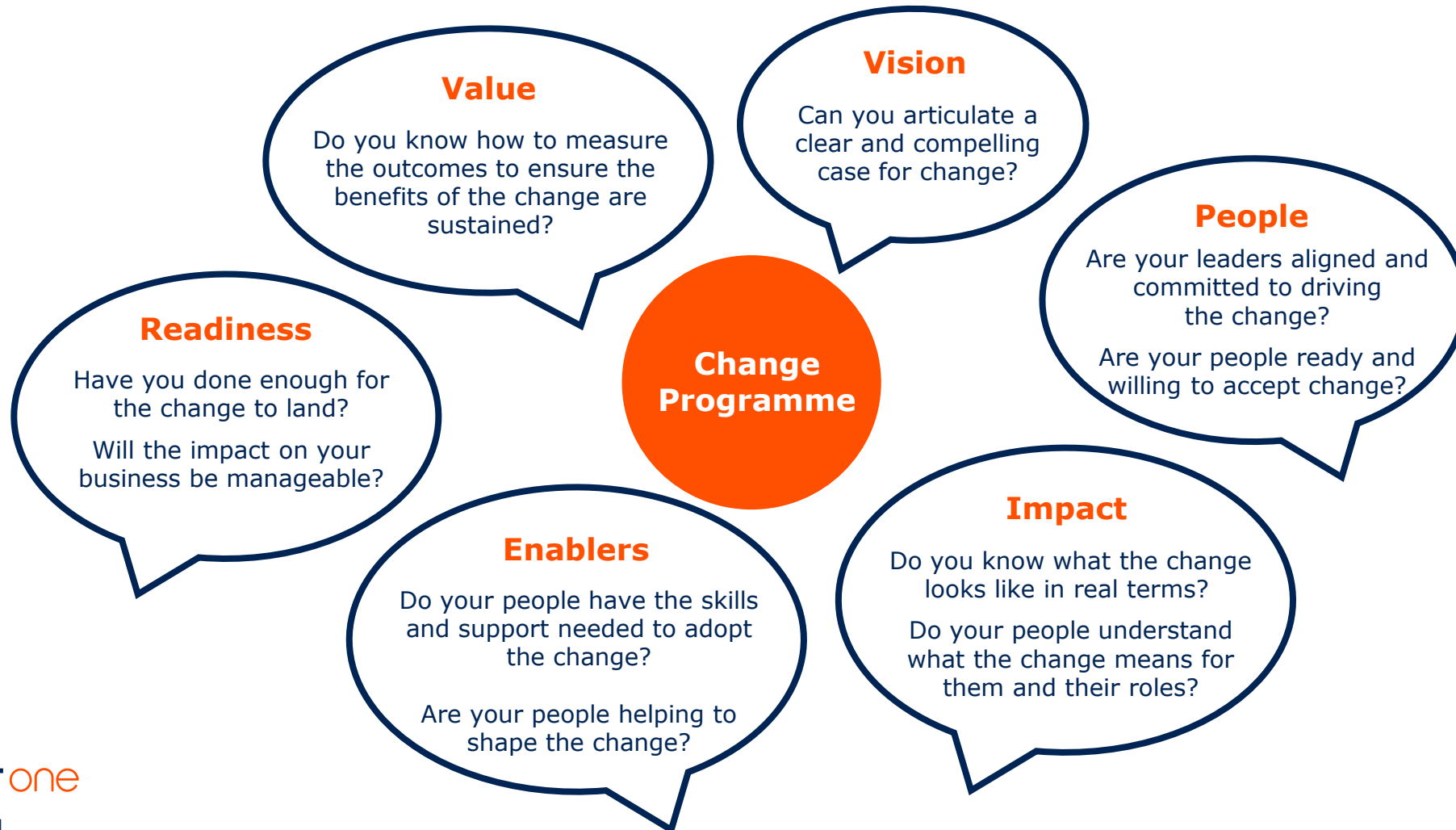


We make a real difference by:

- Establishing an aligned, visible and accountable Leadership Team ready to lead your people
- Helping you navigate your change journey with a practical hands-on approach
- Creating the culture to sustain new ways of working and deliver your business outcomes
- Partnering with you to leave a legacy of capability in your organisation.

How do you know you need Change Management?

...if you answer “No” to any of the following questions:



What Change Management support do you need?

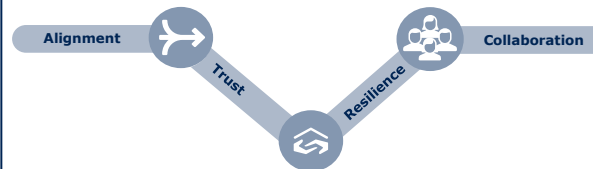
We offer a flexible and scalable approach, tailored to your specific needs

End-to-End Change Management



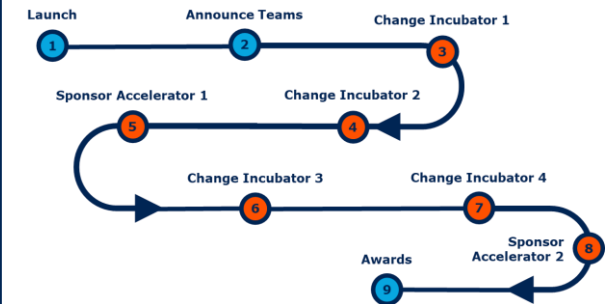
We offer End-to-End Change Management services tailored to your transformation needs, providing targeted tools and interventions at each stage of your transformation journey.

Change Leadership



Our Change Leadership service equips leaders with the skills, mindset, and tools needed to effectively guide your organisation through its transformation agenda.

Change Capability Uplift



We assess your organisation's needs and build enduring Change Capability by developing internal skills and fostering resilience through the delivery of real work.

End-to-End Change Management

Positioned at the core of your transformation

1. Lay the foundations:

- Diagnose Change Management requirements
- Equip change leadership
- Build a compelling case for change
- Co-create the vision

2. Plan and prepare:

- Understand stakeholder needs
- Build change network
- Assess change impact
- Design change interventions

3. Bring it to life:

- Understand change readiness
- Activate impacted communities
- Build the capability
- Deliver change interventions

4. Realise the value:

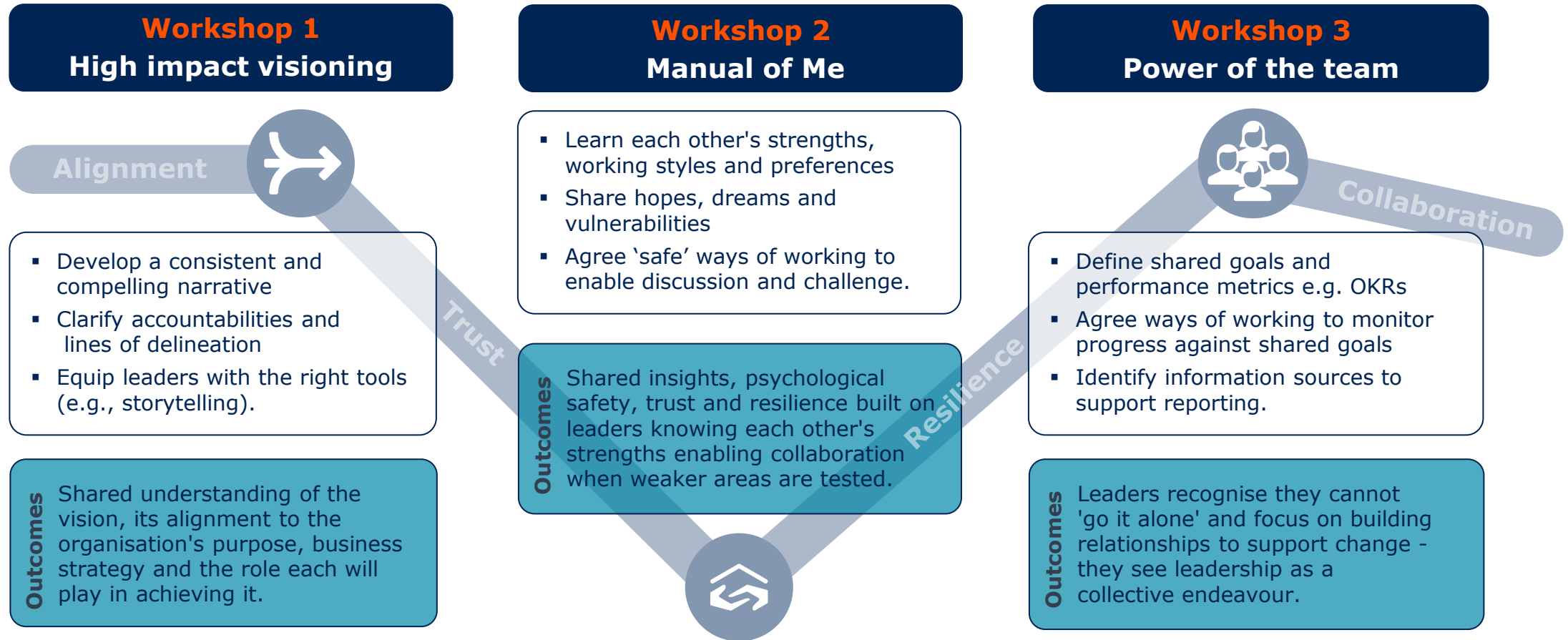
- Enable benefits realisation
- Ensure user adoption
- Transition to business
- Set up for future success.



'Achieving your North Star'

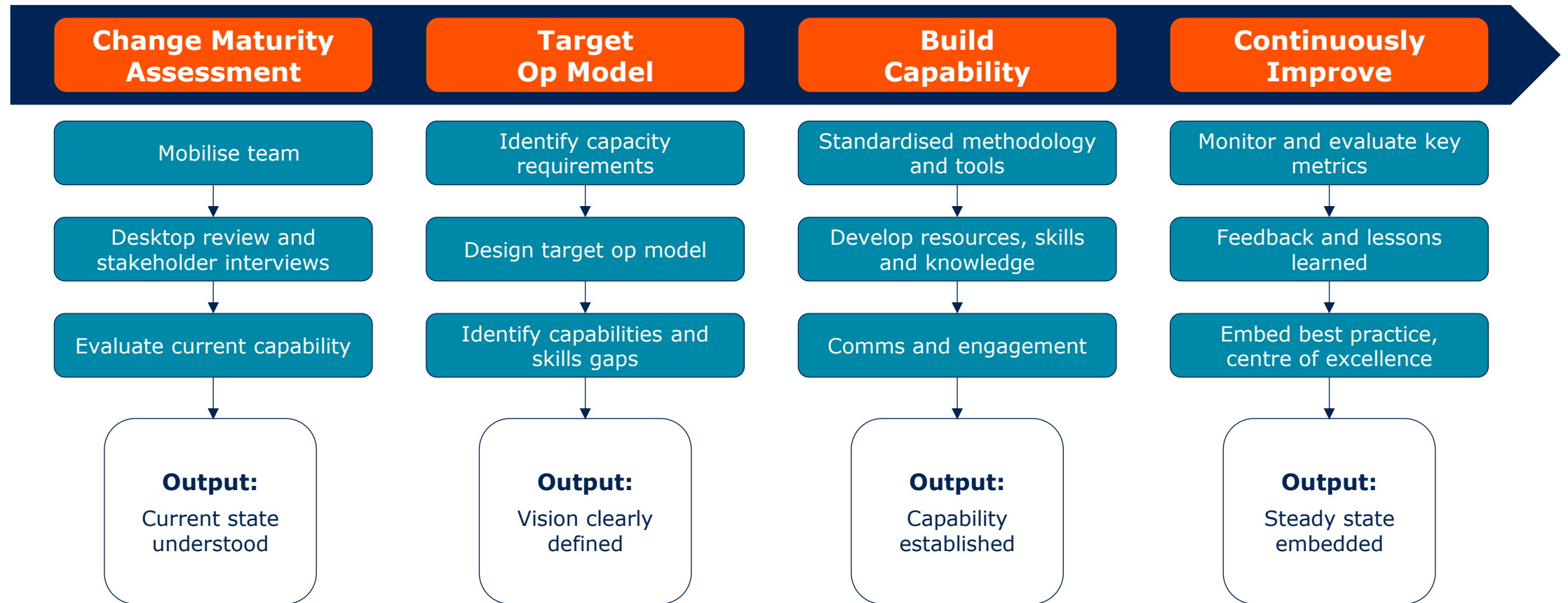
Change Leadership

Bold, effective leaders who work together as a high-performing team



Change Capability Uplift (1 of 2)

Building your capability to deliver ongoing Change Management requirements



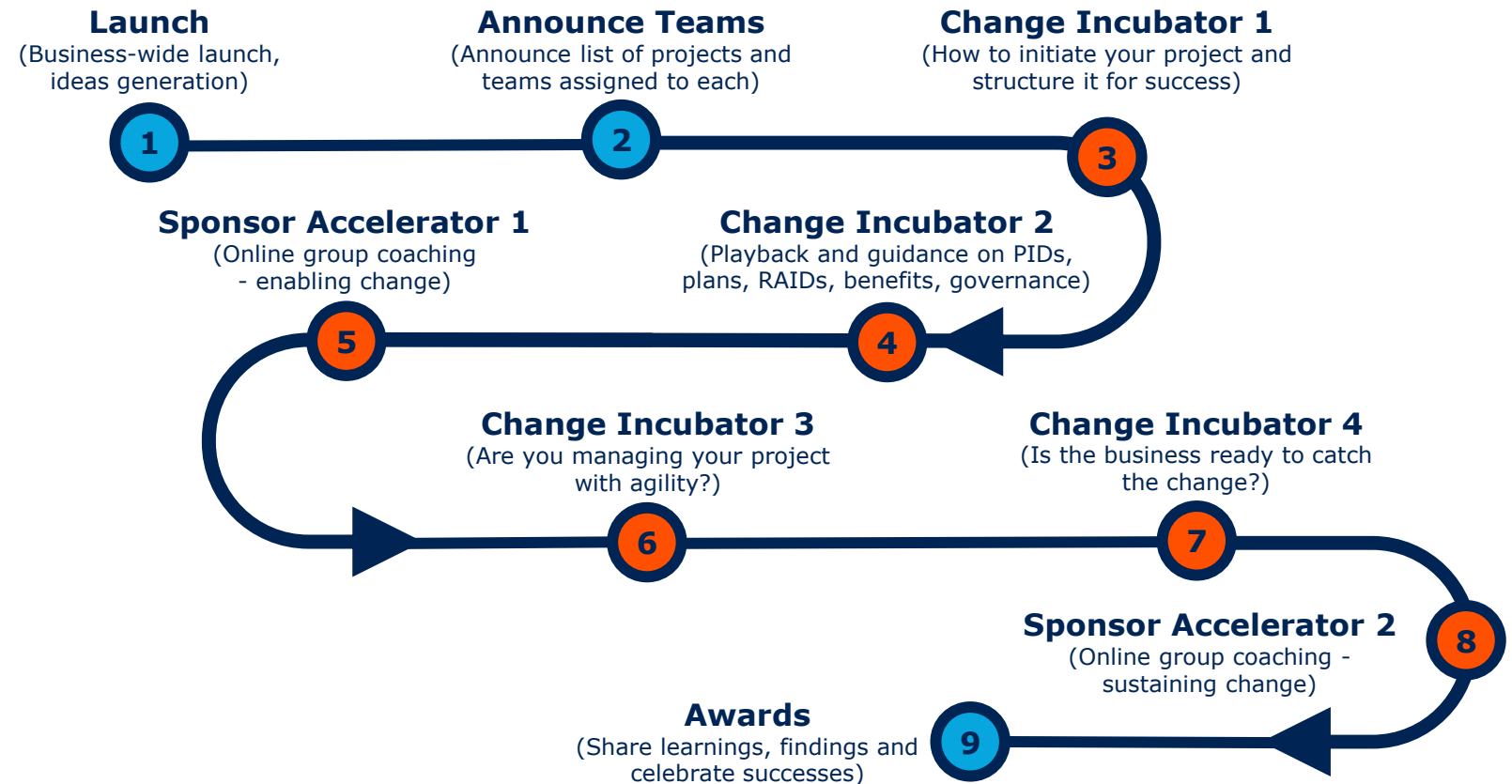
Change Capability Uplift (2 of 2)

Embedding Change Management capability and resilience whilst delivering real work

Notes

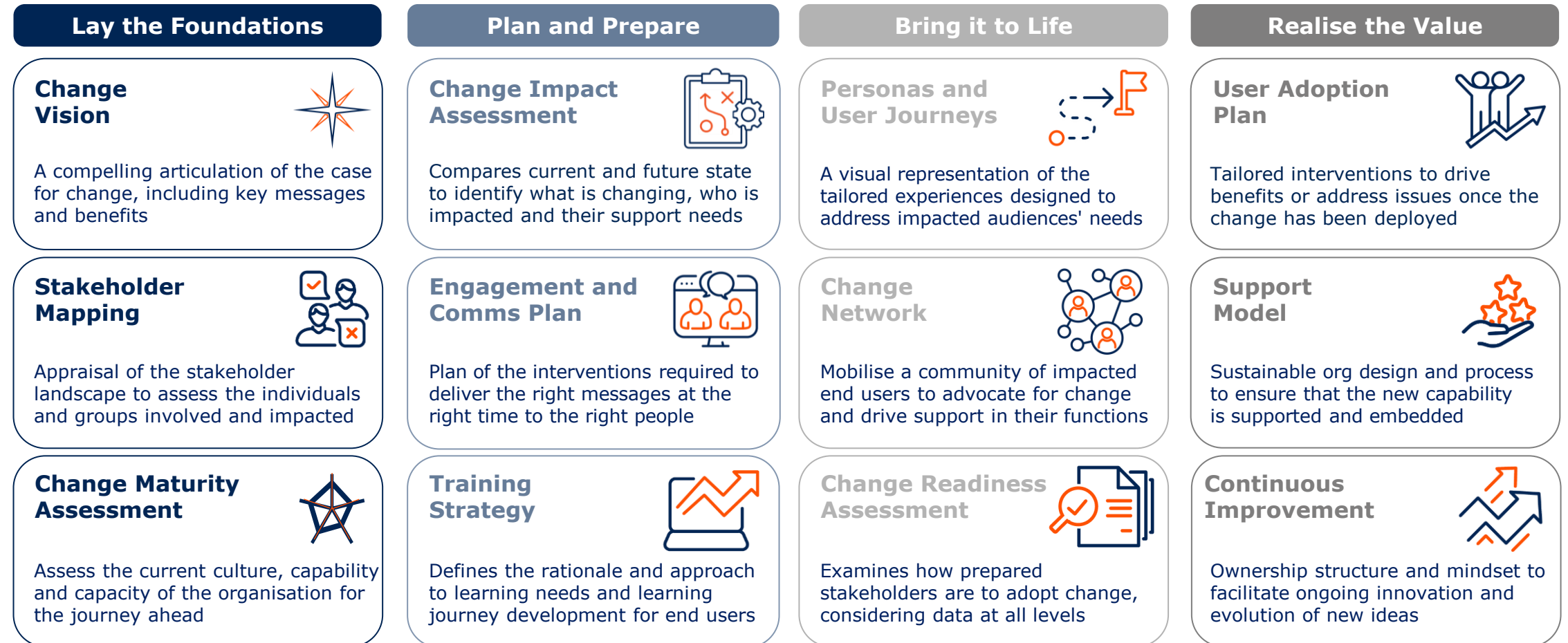
- **Project teams** consist of:
 - Change sponsors
 - Change leaders
 - Change teams
- **Change incubators** are facilitated online change workshops for project teams
- **Sponsor accelerators** are online group coaching sessions for sponsors
- Project One injects insights and templates throughout.

Key



Example tools and accelerators

Our tools help accelerate change and mitigate transformation risks



Where we have made a real difference

We have global experience across multiple sectors, helping our customers to transform

BAE SYSTEMS



- Delivered change management across leadership, engagement and learning
- Introduced new processes and ways of working to modernise finance function.

Spire Healthcare



- Developed new change model with revised organisational structure
- Provided change capability service to support new operating model.

LIBERTY GLOBAL



- Delivered a digital transformation, driving tech and business change
- Led the operational planning for a full network upgrade.

ELGIN ENERGY



- Transformed the operating model to enable future growth plans
- Developed Leadership capability and succession plans to realise ambition.

inmarsat



- Led Organisational Re-design to reduce cost and improve agility
- Optimised the business for growth in a fast-changing market.

Alternative Futures Group



- Designed the Culture Change Programme and Roadmap
- Provided Change Management expertise for Digital Transformation.

What our team say



"I am passionate about helping organisations become better, bolder, and more successful. Through our collaborative efforts, I drive improvements within organisations and make a significant impact on society."
- **Estelle**



"I invest in creating a clear vision for change. It is invaluable in aligning the entire organisation, tailoring messages to different audiences and uniting everyone around a single goal." - **Simon**



"I am deeply committed to the power of communication in driving change. Recognising that people often need to hear a message multiple times before it truly sinks in, I never underestimate the importance of clear, consistent communication." - **Patricia**



"It's hard to overstate the value that a committed sponsor brings. My passion for Change Management is driven by the challenge of cultivating truly engaged sponsors, ensuring every leader is fully invested in the journey." - **Emma**



"I am passionate about driving meaningful change by clearly defining roles and securing dedicated people. Ensuring that change efforts are focused, effective and not just an afterthought is key to successful transformation."
- **Simon**



"Transformation is a team sport! Getting involvement from across the business brings diverse views and insights, ensuring you consider all the impacts of the change and building a powerful network of change advocates." - **Susie**

Why Project One?

We provide the change leadership expertise you need, without the pyramid

- Genuine independence to guide the right decisions
- Deep expertise in programme and change management
- Aligning to the culture and values of your organisation
- Getting the best value from your external partners
- Providing access to knowledge across our experienced team
- Accelerating results via our proven tools and techniques
- Working at your side and to your business agenda
- Uplifting the capability of your internal team.



Do you have the right people leading your business transformation?

- We are Transformers, making a real difference for your organisation and your customers
- Working with you at the top of your ambitious change and transformation programmes to define, orchestrate and drive activity
- We have the experience to know how to do this, avoiding the pitfalls along the way.

External recognition



Awarded **silver** recognition for:

Digital Transformation, Organisation & Change, Aerospace & Defence and Financial Services.

Bronze: Internet Media & Entertainment, Healthcare & Life Sciences, IT, Technology & Telco, Chemicals & Pharma, Consumer Goods & Retail, Energy & Utilities, Public & Social Sector, Travel Transport & Logistics and Data Analytics & Big data.

Awarded for the **third year:**

For Programme Management
#2 Consultancy in the UK
#1 Boutique Consultancy

Also recognised in:

Change Management, Management, Energy, Aerospace, Defence, Retail, Public Sector, Pharma & Life Sciences, Financial Services, and Healthcare.

Recognised as:

A UK Best Workplace

Independent accreditation via an anonymous employee survey.

Recognised as:

A UK Best Workplace in Consulting & Professional Services

and

A UK Best Workplace for Wellbeing

Based on feedback from the Project One team.

Committed to climate change:

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

We've **met our ambitious goal** to halve our carbon emissions by 2025 and are working towards **Net Zero Carbon by 2050.**