AllThorpe Consulting Ltd

Service Definition

Framework reference: RM1557.15

AllThorpe Consulting Ltd
www.AllThorpe.com
Company Registered in England & Wales No: 12972450

Thank you for considering AllThorpe Consulting



Henry Rivera
Managing Partner

We are an established management consultancy with extensive experience of working with public sector organisations including law enforcement and justice.

We are best known for the way in which we work with our clients, where we earn their trust and respect as we collaborate closely to deliver tangible, sustainable and impactful outcomes.

Our team consists of a diverse range of talented, highly qualified and driven people trained in a multitude of recognised consulting techniques. What sets us apart is the depth of experience we bring individually and collectively. Our advice, guidance and support to clients is forged from real-world experiences; we draw from our own knowledge and from an extended network of relationships with suppliers and likeminded organisations.

Our skill sets represent complimentary capabilities organised around client's needs that are often focused on delivering very specific and measurable outcomes. Being able to empathise with our clients' objectives and goals is as important to us as it is to them.

Underpinning what we do, is how we do it. Our firm is built on a set of values that respect the real priorities that people have in their lives. These values are extended to our clients and those that we are lucky enough to work with. We will always do the right thing, irrespective of how hard it can be at times. Creating an environment of trust, commitment and friendship is how we do business.

If you are looking for a partner to work with, and make a difference, get in touch.
www.AllThorpe.com

Delivering IT Enabled Business Change

Great technology is only as effective as those that use it, at AllThorpe our focus on people provides a supporting, inclusive and positive environment for all users and stakeholders to understand why and how change will be delivered to the benefit of all involved.

Service Features

- Coaching, training, knowledge transfer creating / embedding sustainable change.
- Tailored communication and engagement techniques for different stakeholders/audiences.
- Training / Learning & Development.
- Business readiness, change readiness supporting business transition to go-live.
- Methodical documented approach aligned to business goals/IT service strategy.
- Stakeholder engagement and communications plans.
- Benefit Identification, Planning, Review, Measurement and Realisation.
- BluePrint design including “As is” and “To be” mapping.
- Business change priorities linked back to benefits.
- Stakeholder Management up to and including central government departments.

Service Benefits

- Keeps your organisation operational while delivering change.
- Aligns change to benefits and the organisation’s vision.
- Dedicated individuals and teams providing continuity until business outcomes achieved.
- Stakeholder management across the organisation delivering a smooth transition.
- Behavioural and culture change, adopting change, becoming ‘business as usual’.
- Enablement and Empowerment of existing workforce.
- Preparing your employees for effective transition and change.
- Tailored training strategy based on organisations’ training needs analysis.
- Strategies to communicate change to retain staff loyalty and commitment.
- Improved processes and effective ways of working.

Approach to Planning

AllThorpe offers the use of a proven delivery framework that is strongly rooted in simplicity and pragmatism. No proprietary tools are used, ensuring our clients are familiar, comfortable and confident in the decisions being made and the pace at which the work is being delivered.

The approach to planning considers the following features:

1) Available resource capabilities
2) Budget and urgency of priorities
3) Existing constraints and the options
4) Operational risks
5) Potential for additional value
6) Organisational strategy
7) Technology and sector trends
8) Information management

Our planning creates a sense of urgency by driving the completion of tangible milestones as early as possible and generates grip by having granular visibility of tasks as they are worked rather than completed. Underpinning the framework is a priority towards flexibility, responsiveness to surprises and proactive management of risks. These characteristics of our planning approach allows for a plan that is robust, resilient and efficient.

All planning is developed in collaboration and is integrated with the organisation's other priorities. The people aspect of the plans will include capability and career development, serving the needs of individuals while creating greater organisational resilience in support of the technology and business solutions being deployed.

Setup and Migration

AllThorpe offers a comprehensive migration service based on experienced gained deploying wholesale transformation into law-enforcement where continuity of service and minimal operational disruption are critical. The approach to migration addresses three distinct phases:

1) The setup and preparation, focuses on preparing the people impacted by change and setting up the technology so it is ready for immediate use in a manner that does not compromise the organisation's operational ability, this normally refers to data having been migrated and accessible as part of usual business.
2) The go-live events, establishing a hyper-care bubble around the people, technology and external stakeholders.
3) This stage can range from hours to weeks and serves to reduce all forms of risk and maximises the success of the endeavour.
4) Transition, aims to move the business change towards a sustainable, efficient and embedded way of working, responding to the lessons from the go-live event and withdrawing the additional support in a controlled manner.

Setting up the service and migration across to it, is managed in a manner that continually adapts and responds to lessons learned. The goal is to manage risk, keep the migration to a minimum, and to ensure the benefits sought are not lost.