



ENABLING CHANGE ADOPTION

Business Change

Our business change team are focused on ensuring that the people and teams impacted by technical change projects can adopt change successfully. All the business change strategies or change management plans we create are tailored to promote measurable benefit realisation and support sustainable change outcomes.

Whether it is through delivering people-centric change impact assessments, compelling communication plans or training plans - Finyx can optimise the success of your projects by our focus on the people-side of change

— ABOUT FINYX

small enough to CARE.

**Big
enough**
to depend on.

Finyx are an experienced and trusted Digital Delivery partner there to help you realise your digital ambitions and deliver meaningful change.

We are a wholly independent advisory business singularly focused on solving actual client problems and delivering positive outcomes.

Our only loyalty is to our clients and we pride ourselves on our collaborative partnering approach and our flexible nature; always expecting to deliver more than that stated in the contract.

All of our leaders have held line roles in Blue Chip corporates or large Public Sector organisations, giving us unique insight as to what “good delivery” feels like from a client’s perspective.

Finyx provide genuine expertise through a unique mix of consulting pedigree and industry experience to give our clients the best chance of success.

3

offices

With offices in London, York, and Belfast, we’re perfectly positioned to support clients across the UK.

20

years

We’re proud to have been a part of some of the largest transformation programmes in the UK over the last 20 years.

100+

professionals

Our expanding team of over 100 professionals offers a diverse range of expertise and skills to apply to any challenge.

OUR SERVICES.



STRATEGY

Plan. Transform. Succeed.

Developing digital strategies to drive efficiencies, optimise business growth and provide innovative services to your end users.

DELIVERY

Analysis. Insight. Impact.

Full lifecycle support for your digital transformation programmes, from PMO, to Product Management and Business Change.



COMMERCIAL

Design. Procure. Manage.

Designing digital supply-chains, tendering, negotiating, tracking supplier performance and managing supplier transitions.

BUSINESS MANGEMENT

Visibility. Accountability. Results.

Bringing together a number of related disciplines to improve visibility, efficiency and cost-effectiveness of your digital programmes.





OUR INDUSTRIES.

Finyx operate across a range of industries and our clients are strategically vital for the UK economy and the delivery of our public services.

We support our secure clients by providing specialist teams that understand the sensitivities associated with highly regulated environments, with all of our employees holding clearances at SC level or above.

We operate at all levels of Government from Local Authorities to big Central Departments; offering our Services through a growing number of frameworks.

In the Private Sector, we have an extensive track record supporting global banks, asset and wealth management companies alongside insurance and payment providers.



**Defence &
Security**



Public Sector



**Financial
Services**



THE SERVICE.

At Finyx, we know that whilst technology enables delivery, it is people who make change a success. Many transformation projects focus on technical delivery but totally underestimate and underinvest in the business change management activities – therefore squandering their technology investments.

Our Business Change Management Practice works alongside your teams to streamline change adoption and ensure your desired transformation outcomes are achieved.

Digital Transformation Adoption - Empower people to confidently adopt and sustain technology changes as part of a Transformation initiative – spanning infrastructure and systems to AI, automation, data governance and cybersecurity change.

Organisational Change - Embed new operating models, including organisational design, service enhancements, governance, process redesign, and regulatory compliance, while supporting people to transition culturally and behaviourally.

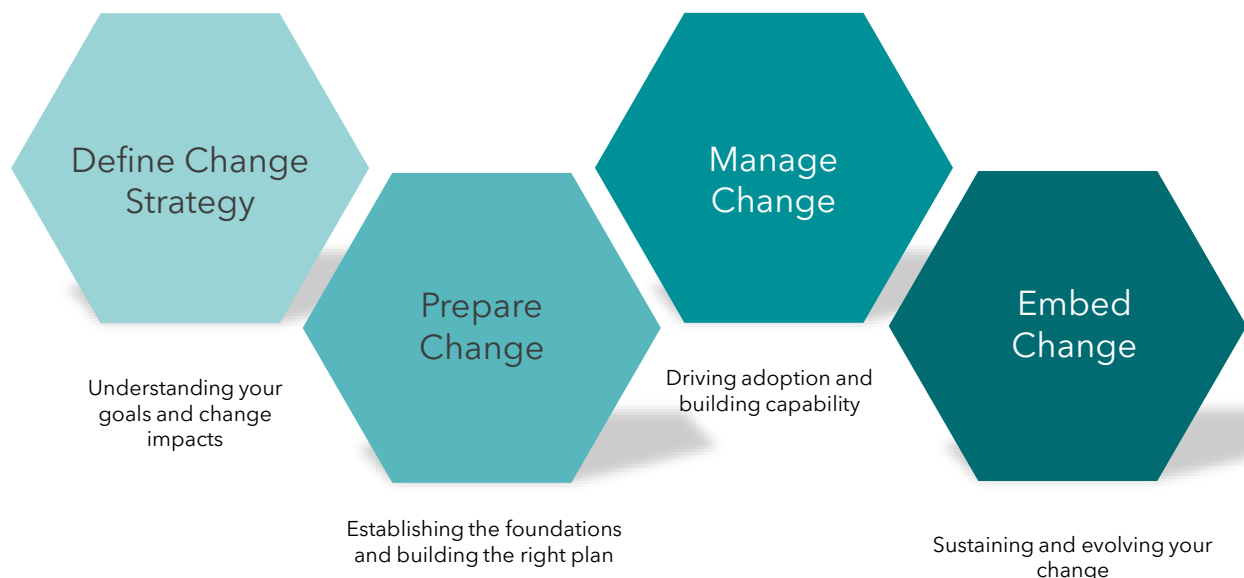
Strategic Change Recovery - Revive transformation initiatives that have not achieved their objectives and lost momentum, by reassessing business outcomes, identifying barriers, and refining change adoption strategies to achieve lasting impacts.

THE APPROACH.

We deliver a structured, phased approach to change, based on PROSCI, APMG, Behaviour Economics best practices, enriched by the real-life experiences of our certified practitioners.

While our methodology provides a clear framework to achieving your desired outcomes, we adapt our approach to align with your unique contexts, needs and change maturity, providing flexible Business Change support, either as part of a Programme or Project delivery team or by partnering with your internal functions.

We are committed to making a positive impact on both your people and your organisation, approaching every engagement with care. We work in partnership with your people to build the capacity to change throughout your organisation.



THE VALUE.

Partnering with us to deliver change will:

- Ensure return on investments on technology and organisational change.
- Cultivate a prepared and engaged user-base, build people skills and facilitate desired behaviours.
- Produce smooth and sustainable change, with minimal disruptions to daily operations.
- Provide clear success metrics to evidence the effectiveness of change.
- Build organisational change maturity and trust in leadership.
- Give you access to our proven accelerators, lessons learned and change community.
- Compliment your capabilities with our multi-disciplinary teams and diverse skillsets.

YOUR CHANGE DELIVERY PARTNER.



My extensive experience in leading programmes, delivering complex, IT enabled business transformations and portfolios of change has taught me that it is usually people-related issues that are thorniest to solve, whilst technical challenges usually have easier solutions. My aim is to promote the people side of change, and as a qualified coach, I am equally confident navigating both the technical and human sides of transformation.

I established and lead the Finyx Business Change Practice, and we are genuinely passionate about helping people succeed - our goal is to promote inclusive, thriving workplaces.

Kyra Smith

Business Change Lead



London | York | Belfast



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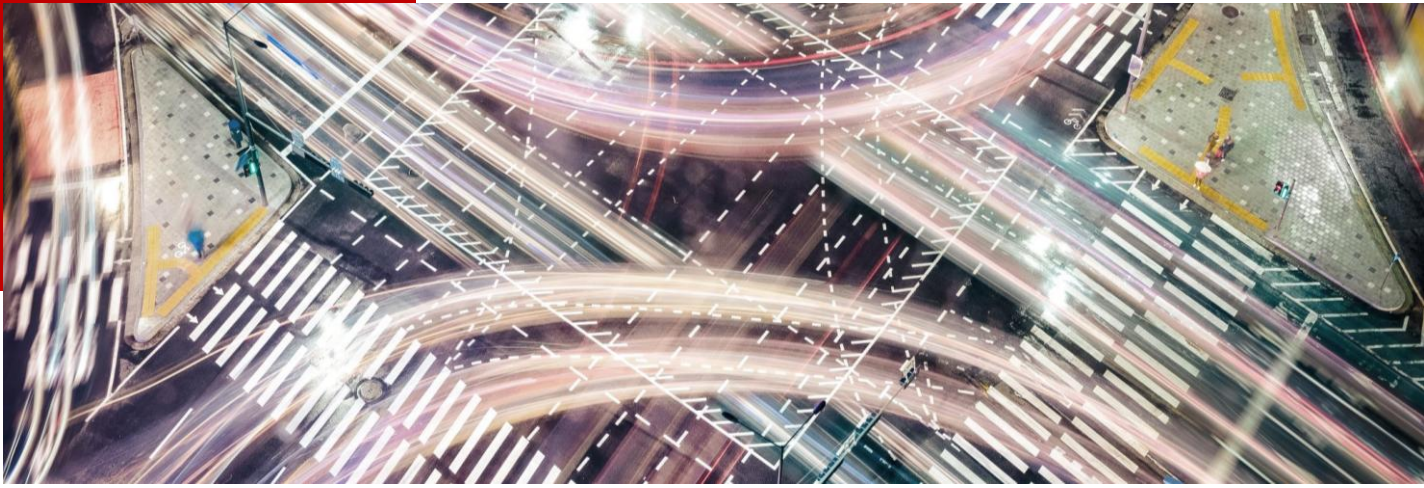
@Finyx

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ANNEX.

- Key Features
- Key Benefits



Key **FEATURES.**

- 01 Technology, Artificial Intelligence (AI) and Digital adoption.
- 02 Tailored and flexible Business Change strategy and approach.
- 03 Robust and mature Change Impact Assessment framework and stakeholder analysis.
- 04 Expertise in PROSCI, APMG Change framework, behaviour economics, training transfer.
- 05 Effective and targeted communication and people engagement, resistance management.
- 06 Training with transfer tools to embed new skills and behaviours.
- 07 Storytelling services for sponsors and leaders to communicate change visions.
- 08 Behaviour analysis and culture change interventions.
- 09 Deliver sustainable change, reinforcing people adoption and culture change.
- 10 Measure change adoption, readiness and outcomes.



Key **BENEFITS.**

- 01 Successful delivery of change with your people, for your people.
- 02 Accelerated adoption of Technology, AI and new ways of working.
- 03 Business Outcomes achievement and Digital Transformation success.
- 04 Higher return on technology investment.
- 05 Greater trust in leadership to drive change.
- 06 Increased people positivity toward change and boosted morale.
- 07 People, users are better prepared, engaged and develop new skills.
- 08 Recovery of transformations that failed to deliver and lost momentum.
- 09 More sustainable change with lasting adoption and outcomes.
- 10 Strengthened organisational change maturity.