

## **'Transformational Change Programme'**

### **Change for the business; new skills for Owners and Senior Managers**

Surveys show that 90% of companies simply can't change fast enough to execute their own plans. They are paralysed by chasing tomorrow's business with yesterday's ideas, organisational structures and processes.

At Parrallel, we understand that rapid and repeated change requires three things to make it work:

- The visibility to see what needs to change and set the new direction.
- Freedom from today's pressures for long enough to plan actions.
- A cultural belief in and commitment to the changes and their benefits.

Parrallel's approach breaks transformational change into two-stages:

#### **Stage One: Get the start conditions right**

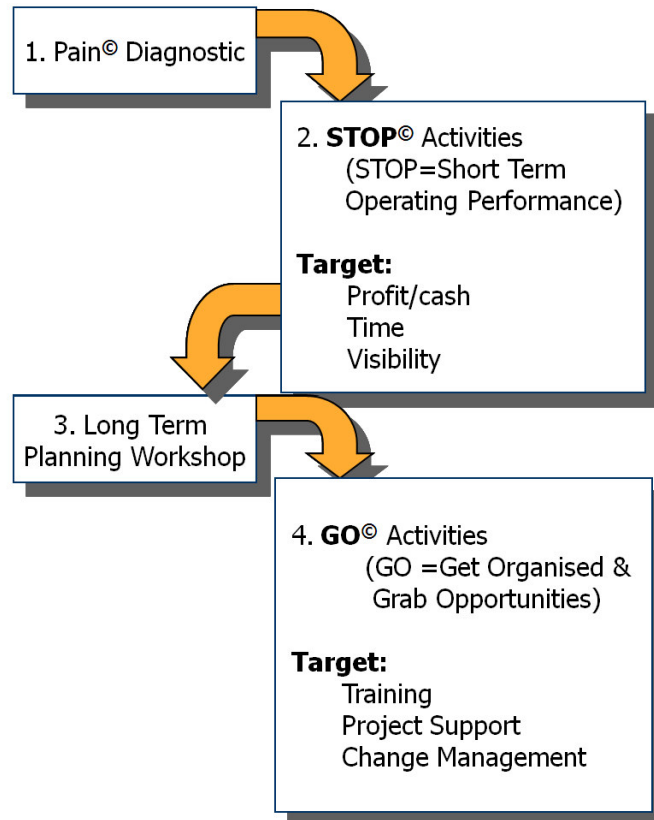
- Identify and attack today's pressing problems;
- Use short-term gains to build confidence;
- Create visibility of the real business issues (collect some simple performance data);
- Work on the time management of the key managers - create the space for change.

#### **Stage Two: Plan the Future**

- Use the new visibility and time availability to plan properly (strategy workshop);
- Communicate the need for change and the plans to achieve it;
- Train where necessary (staff and management);
- Execute specific projects on target improvement areas and do it quickly;
- Extend visibility to monitor the execution of changes as well as their impact on performance.

We tailor a transformational programme for each client, based on a Pain Diagnostic<sup>©</sup> that identifies key actions for boosting Short Term Operational

Performance (the STOP<sup>®</sup> actions), and leads on to a Long Term Planning Workshop and a executable plan that helps the company Get Organised and Grab Opportunities (the GO<sup>®</sup> activities).



## Our Commitment

Our approach is collaborative - we work alongside you. From training, mentoring and coaching whilst you and your team tackle the problems, to changing part of your business for you, Parrallel can be there.

For further information or for a confidential discussion about how we can help your business:

**Call 01295 760071**

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