



PROFOUND CHANGE

SHIFTING PERCEPTIONS FOR A FLOURISHING FUTURE



A different way
of thinking about
and leading
cultural change



A REFLECTION OF YOUR PURPOSE, YOUR VISION AND YOUR VALUES.

Can you imagine a process of cultural change that reaches the hearts and minds of your people?

One that not only works, but also delivers substantial benefits as we cultivate the conditions for your people to flourish.

Over the past 10 years, The Partnership has developed such a process. Substantial benefits are very achievable, but it requires a shift in perceptions about how to achieve them.

It requires changing the way we think about and lead cultural change...

INTRODUCING PROFOUND CHANGE

Our systemic approach sees and works with the whole, rather than individual parts of your organisation to deliver tangible results.

It identifies leverage points where small changes can produce disproportionately larger outcomes over time.

This approach, based on our own doctoral research, makes our work different and more effective than the traditional, project management type of approach to cultural change.

The outcome of our work is the development of your individual and organisational capacity to influence the ongoing evolution of your organisation's culture – that is a reflection of your purpose, your vision and your values.

Why change the culture anyway?

Typically our clients have a need to transform:

- internally focussed employees and processes, into externally focussed and customer service driven organisations; and
- from out-of-date silos to learning how to act as one whole organisation.

These types of changes require people to see and do things differently – it's a cultural change.

Translating the idea of cultural change into the reality of changes on the ground is seen and experienced by many as a complex, time-consuming and messy task.

It can take a long time even to work out what needs to be done and the cultural assessment instruments only measure behaviours – the expression of culture at a superficial level.

If you think changing the culture is hard, you're not alone – 70-90% of all organisational change initiatives fail.

Organisational culture is really a pattern of unconscious assumptions and the typical measurements do not identify which assumptions need to alter, nor do they do the work of change for you.


Even when you are able to identify these assumptions, how to expose and influence them becomes the next question.

Typically road blocks emerge...

After all this work, it's not unusual to hit specific blockages such as:

- the executive team struggling to model the way forward
- senior and middle managers not leading real change within their teams (despite training given to equip them to do just this)
- difficulties in translating the vision of change into language so people 'get it' and make changes to their day-to-day behaviour

... to name a few.



IMAGINE AN ORGANISATIONAL CULTURE DESIRED BY ALL.

Flourishing organisations are:

EVOLVING

just like a living being – agile, dynamic and responsive.

PURPOSEFUL

with a shared vision, values and intent that are relevant and meaningful in the long term.

PASSIONATE & PRODUCTIVE

as people's authentic and whole selves are brought into the service of the organisation.

CONNECTED

through positive relationships between people, the organisation is able to engage with critical and complex issues that require action informed by understanding whole systems.

INNOVATIVE & ADAPTIVE

playfully experimenting with new ideas, getting it wrong sometimes but learning all the time.

GROWING & DEVELOPING

as individuals within the organisation develop and self-actualise, so does the organisation – its capacity is continually expanding.

CARING

for its people and environments because this is pivotal to everyone's long-term wellbeing.

For many people, the experience of work is not in the same realm as this vision – although it may be aspired to.

In such organisations, cultural change is a continuing struggle against the elastic pull of the deep unconscious assumptions that served so well in the past.



EVOLVING

**INNOVATIVE &
ADAPTIVE**

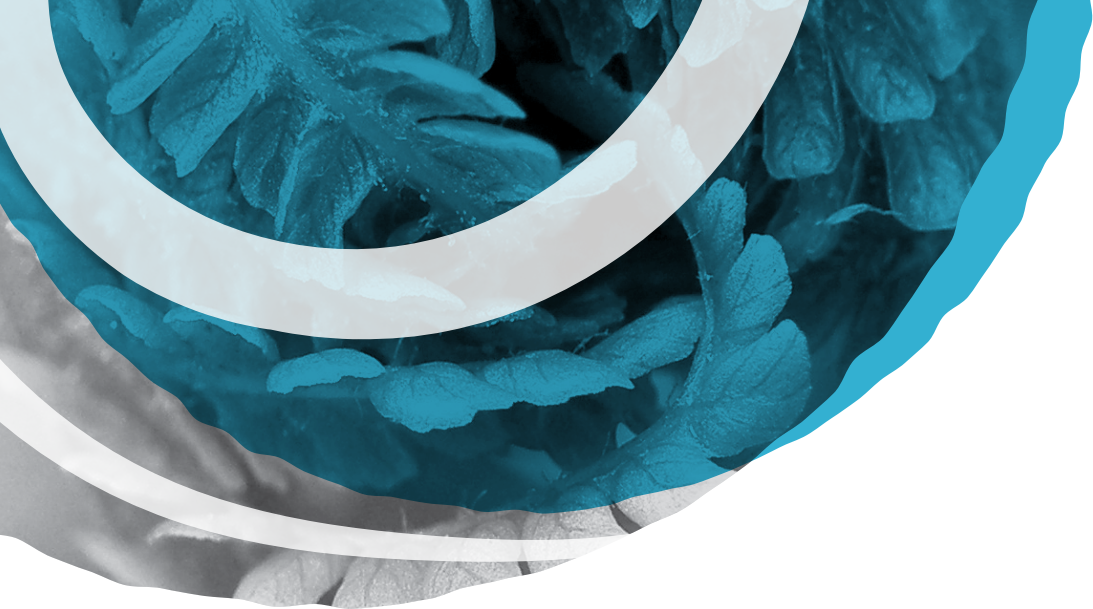
CARING

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**GROWING &
DEVELOPING**



WHAT YOU IMAGINE AND DESIRE IS POSSIBLE: WE CALL IT PROFOUND CHANGE.

At The Partnership, we work with you to influence the evolution of your organisational culture in a way that is designed to enable your organisation to flourish.

We offer solutions to the what and how of evolving the culture that make a real and lasting difference to the way people see and do things – individually and as a group.

We call it Profound Change because flourishing, as an individual or an organisation, is a paradigm shift away from the received wisdom that shapes how many people think and experience work today.

It is also a profound shift with regard to the values that are required to sit at the heart of an organisation that moves beyond simply reducing harm to flourishing by nurturing people.

THE CULTIVATION OF PROFOUND CHANGE: TWO TYPES OF SERVICES

Profound Change is a term that we also use to denote the specific combination of services to cultivate the conditions for this profound process of change within your organisation.

The Partnership offers a small suite of integrated services that may be categorised into two types:

1. Unique interventions designed to shape the evolution of your organisational culture
2. Specifically customised leadership development programs for executives, managers and people at all levels within your organisation – these build the capacity to exercise leadership for change, especially profound change to nurture people.

These services are interrelated:

What we learn about your organisation's pattern of unconscious cultural assumptions may also be addressed in a leadership development program to assist your managers to liberate their own thinking from patterns of the past.

Our work is different because we take a systemic approach – we work with the whole organisation and seek to identify leverage points where small differences can result in disproportionately large outcomes.

The full story about what we do and how it's different can't be neatly packaged for you here – the book is in development! But if this brief outline of our capability interests you and you want to understand more about how it can benefit your organisation, please contact us directly.

OUR APPROACH: REAL BENEFITS, REAL IMPROVEMENT

BENEFITS

We have a track record of enabling the following benefits:

- actually influencing the evolution of your organisational culture as you and your people desire
- substantial side-benefits from the process of change itself.

IMPROVEMENTS

Profound Change improves:

- levels of productivity and performance
- growth, development and satisfaction
- processes of decision-making and implementation
- degrees of cross-functional engagement
- levels of creativity and innovation.

**I OFFER YOU
AN OPEN
INVITATION TO
EMBRACE
PROFOUND
CHANGE.**



“If you are seeking to lead a flourishing organisation, then please contact me for a complimentary, no-obligation Discovery Conversation where we will discuss where you are on your path of Profound Change and how we might assist you.”

Josie McLean

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THE PARTNERSHIP