

Shaping the future



In our experience, many organisations face constant pressure to meet and exceed continually changing customer expectations and to successfully counter competitive behaviour.

Research undertaken by Price Waterhouse Coopers suggests 75% of all ‘business change’ projects fail to meet their objectives; and 90% of those failures are caused by ‘people issues’.

For any Company, change often starts with any one of the following four main areas; however, this soon begins to impact on the other three:

People – New owners, or leaders, may have different values, behaviours, or personal communication style, which will influence the type of people employed, their levels of motivation, their behaviour and ultimately performance.

Technology – New equipment and IT, linked to new methods of production can all create change in how things need to be done

Task – There may be changes to the actual service(s) provided by the organisation and what it produces which impacts on how tasks are valued and prioritised.

Structure – Change often affects structural layers, bureaucratic hierarchies, departments, authority levels and communication requirements.

Without knowing why there is a need to change, what changes are expected, what the benefits could be and what the penalties might be for not changing most people are reluctant to change at all.

As the majority of organisations are about people interacting with one another, improving the quality and effectiveness of those interactions whilst reducing unproductive interactions is vital to transforming the culture to one which is high performing.

The Shaping the Future methodology seeks to break the vicious change cycle many organisations find themselves in. They are all too often caught in a cycle of constant change and restructuring simply because an initial change process did not win the desired ‘buy in’ from employees.

Managers not really ‘buying-in’ to the change initiative are one of the biggest causes of derailment; this, in turn, makes it even more difficult for employees to accept the proposed changes.

Shaping the Future methodology cascades change through an organisation ensuring business leaders and their respective leadership teams fully buy into and take appropriate ownership for the change.

“ **Our Shaping the Future methodology is flexible and adaptable to meet an organisation’s change management objectives.** ”

Shaping the Future delivers

- Establishes readiness and engagement for change
- Communication of clear messages about the future of the organisation
- Rapidly improves productivity through alignment of people to the high performance requirements of the emerging changed roles / new world landscape (Facilitating choice and fit)
- Improves the engagement and retention of high performers who all too often leave during organisational change
- Facilitates the exit of any employees with dignity and confidence
- Change that avoids a focus on employment law issues as the approach used does not involve classical redundancy/ restructuring or need for costly severance payments
- Enables line managers to take greater ownership and drive the step changes in performance through the organisation (but avoids the focus on the single dimension of performance / appraisal reviews)

“ We needed to embark upon a Business Transformation Project and we were delighted to work with Teresa. She quickly assimilated an appreciation for our organisation and the challenges we faced. She appropriately challenged us as a leadership team to develop our thinking and together we generated pragmatic solutions to implement during our transformational ‘step change’ journey.

Our leadership team was revitalised, our managers had their skills enhanced enabling them to take greater ownership and drive the step change in performance throughout the organisation.

The results were quite transformational; we made significant cost savings and now have a more agile higher performing culture with the right people in the right roles. ”

Rainer Ansknewitsch, Country Managing Director Germany & Netherlands, Symphony IRI





- A sustainable approach to change which delivers results year on year – once managers have been up-skilled all future change can be rolled out through them
- Poor performance is not rewarded because it is the least aligned employees who self-select out of the organisation
- Managers have their skills developed through workshops and are supported to carry out critical/difficult discussions by providing them with a proven and tested process together with the tools for properly undertaking 'change' discussions
- Gives responsibility for managing employees back to line managers
- Creates a 'contemporary psychological contract' which increases likelihood of individuals delivering against it – with greater engagement because the employee can see a personal benefit

Why Shaping the Future works

The Shaping the Future methodology seeks to break the vicious change cycle many organisations find themselves in. They are all too often caught in a stop/start cycle of constant change and restructuring simply because an initial change process did not win the desired 'buy in' from employees.

Managers not really 'buying-in' to the change initiative is one of the biggest causes of derailment; this, in turn, makes it even more difficult for employees to accept the proposed changes. With Shaping the Future you will see managers make a self-determined choice between 'buying-in' or 'moving-on'; sending a clear and powerful message through the organisation.

Why Jungle?

Because this is what we do!

Our Jungle Consultants have a proven track record of working with other major companies to deliver accelerated business transformation projects.

Strategy & Assessment

Refine & integrate business change and people change plans, establish dependencies and identify risks and how these will be mitigated

Key milestones are established to ensure that any intervention proposed will deliver high value return on investment



Leadership alignment

Our Leadership Alignment process enables the leadership team to understand and action individual and collectively responsibility for change; how they need to work together to drive the business transformation through to success



People capability development

This phase of the programme ensures there is absolute clarity on the details of the changed roles/responsibilities. Expectations, outputs, inputs and levels of performance of each role can then be clearly communicated by line managers down to individual employees



Alignment Coaching

Discover whether employees want to, or can, fit into the future desired state. Provide a framework to enable employees to make a positive decision about their future. Assist employees to understand the range of alternative opportunities both inside and outside the organisation.

What next?

We would be delighted to come and meet with you to discuss how our Shaping the Future programme can deliver breakthrough business results for your organisation.

Please contact us at info@junglehr.com or call us on 07970 778874.

