



next steps
consulting



ORGANISATIONAL TRANSFORMATION

Organisational transformation is often essential but it's rarely an easy process, research from McKinsey and Company shows that 70% of all organisational transformations and change initiatives fail. At Next Steps Consulting, we partner with you to navigate you through the process using our extensive experience to ensure the best possible outcome for your organisation aligned to a clear strategy.



HOW WE WORK

The Next Steps methodology is our formula for delivering a sustainable solution for your organisation. We invest time with you to fully understand your strategic objectives, partner collaboratively with you to determine and implement our recommendations and leave your organisation in a better position than when we stepped through your door.

Our consultants have years of industry experience in managing complex programmes for large businesses and we've recently supported clients including Sky Digital, Nottingham Trent University and Mitchells and Butlers in this area.



I have been working with Next Steps consulting for the last ten years. I introduced Next Steps to Ann Summers to facilitate some senior manager changes to the organisation and then to coach and mentor several members of the senior leadership team. This included 3 newly appointed members of the Board. Next Steps have been instrumental in creating the excellent high performing leadership team we have today. I can honestly say Next Steps Consulting have never failed to add value to the organisations that I have engaged them to help. I wholeheartedly recommend them.

**John Boyle, Chief Operating Officer,
Ann Summers**



OUR SERVICES

Organisational change is, by its very nature, multi-faceted. We work with our client's leadership teams to collaboratively develop a bespoke support programme aligned to your unique strategic goals. Whilst every project we work on is different, typical areas of support include:

ORGANISATIONAL HEALTH ASSESSMENT & PROCESS IMPROVEMENT

Our organisational assessment enables us to build up a complete picture of your organisation. We invest time getting to know you, your team and your operating culture. We dig deep to fully understand your activities, capability, procurement, supply chain, competition and market development opportunities.

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We have the technical expertise to suggest systems, process and practice realignment and our project managers support you in ensuring that your processes are optimised and expertly mapped.

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As experienced industry professionals, our consultants excel in identifying quick wins to drive value and we report those findings back to you as part of our early meetings together.

Next Steps proven ability to bring focus to the core business goals through process improvements and performance metric alignment frequently generates significant cost savings for our clients. Our findings and recommendations always include prioritised, practical actions that will most benefit your business.

ORGANISATIONAL STRUCTURE REVIEWS & OUTPLACEMENT

Using a variety of industry leading tools, we'll review your current business structure including management and leadership levels and give you independent, expert recommendations in what can be a very sensitive area. We'll carry out a full and detailed audit of your structure including; a review of current role and responsibilities, identifying any overlap or efficiencies, role clarification recommendations and KPI mapping.

In addition, we'll also often recommend external benchmarking of your key competitors. Through better understanding competitive structures, pay banding and reward approaches we can recommend changes to improve employee retention and attraction.

Our specialist outplacement programmes ensure the best possible outcome for both the employee and the organisation using our alignment model. We know that outplacement requires comprehensive practical and emotional support for individuals. Building individual's confidence at this time to focus on their next opportunity is critical. We can also offer individual coaching where needed.

We provide expertise across a number of areas including; creating a great CV, self-marketing strategy, routes to market, interview skills and preparation, negotiating a package, elevator pitch, network management and support over the first crucial 90 days in a new role.

STRATEGIC & CHANGE DELIVERY PLANNING

Sometimes our clients are clear on the end goal, or we've recommended specific strategic business changes, but they need support on working out how to plan and deliver the outcomes. We're adept at creating a clear strategy and getting a realistic, practical and timed project plan in place.

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Our consultants can offer practical assistance in developing leadership skills across all aspects of project planning, engagement, communication, review & measurement.

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We support our client's leadership teams in implementing and communicating the transformation plan in a clear, timely and cost-effective way. We'll also ensure that your brand delivery is consistent across the organisation, bringing it to life through your people.

DRIVING ENHANCED PEOPLE PERFORMANCE

We support our clients with driving increased people performance to deliver the strategic plan including; looking at people capability, resources and work load planning. Ensuring your leadership and management teams are aligned to the plan is vital so we'll assess whether your team have the necessary skills and capability to take your people on that journey.

We evaluate your people performance with a focus on the strategy, leadership behaviours, communication and employee engagement. We also offer wellbeing, coaching and development services to drive increased engagement and performance. Throughout the programme we assess and verify that your focus is on the right performance metrics, both now and for the future.

