

A series of programmes aimed at enabling organisations to deliver successful and sustainable change.



## Bespoke Programmes

<b>Business Advisory</b>	Strategy Clarification	Change Readiness Review	Change Planning	Organisation Design & Development	Strategy Execution
<b>Masterclasses &amp; Mentoring</b>	Seminars & Motivational Speaking	Culture Change Living with Change	Communications & Stakeholder Engagement	Organisation Design & Development	Strategy Execution Programme

\* As detailed in 'The Change Catalyst: secrets to successful and sustainable business change' published by Wiley. [www.thechangeandstrategy.com](http://www.thechangeandstrategy.com)

The following is a list of some of the services for Sovereign Funds and Institutional Investors to enable clarity of strategy, organisational alignment and successful strategy execution.

<b>Peer Review</b>	Peer selection, comparison, analysis, interviews and face-to-face meetings to benchmark the organisation against its peers – followed by write-up and appropriate dissemination of the resultant report.
<b>Governance Review</b>	Review of organisation's governance structures, committee remits and operation, and decision-making processes. Gap analysis, comparison with peers, comparison with intended outcomes. Recommendations report.
<b>Strategy Review</b>	Review of organisation's investment and business strategies to ensure clarity of purpose, objectives, investment strategy, strategy execution and business planning processes. Interviews with leadership, staff and peer comparison.
<b>Culture Review</b>	Review of organisation's intended and actual culture to ensure it is aligned with the strategy. Involves interviews with leaders, staff workshops and anonymous surveys, peer comparisons and analysis. Recommendations report.
<b>IC Support</b>	Review of support to the investment committee to ensure robust debate and insight. Could include exploring the applicability of a 'checks and balances unit', a 'Total Portfolio Management' unit or a combination of the two.
<b>Clarifying accountabilities</b>	Review of key outputs, processes, roles and committees to ensure that the key accountabilities, outcomes and inter-dependencies are clear and aligned.