

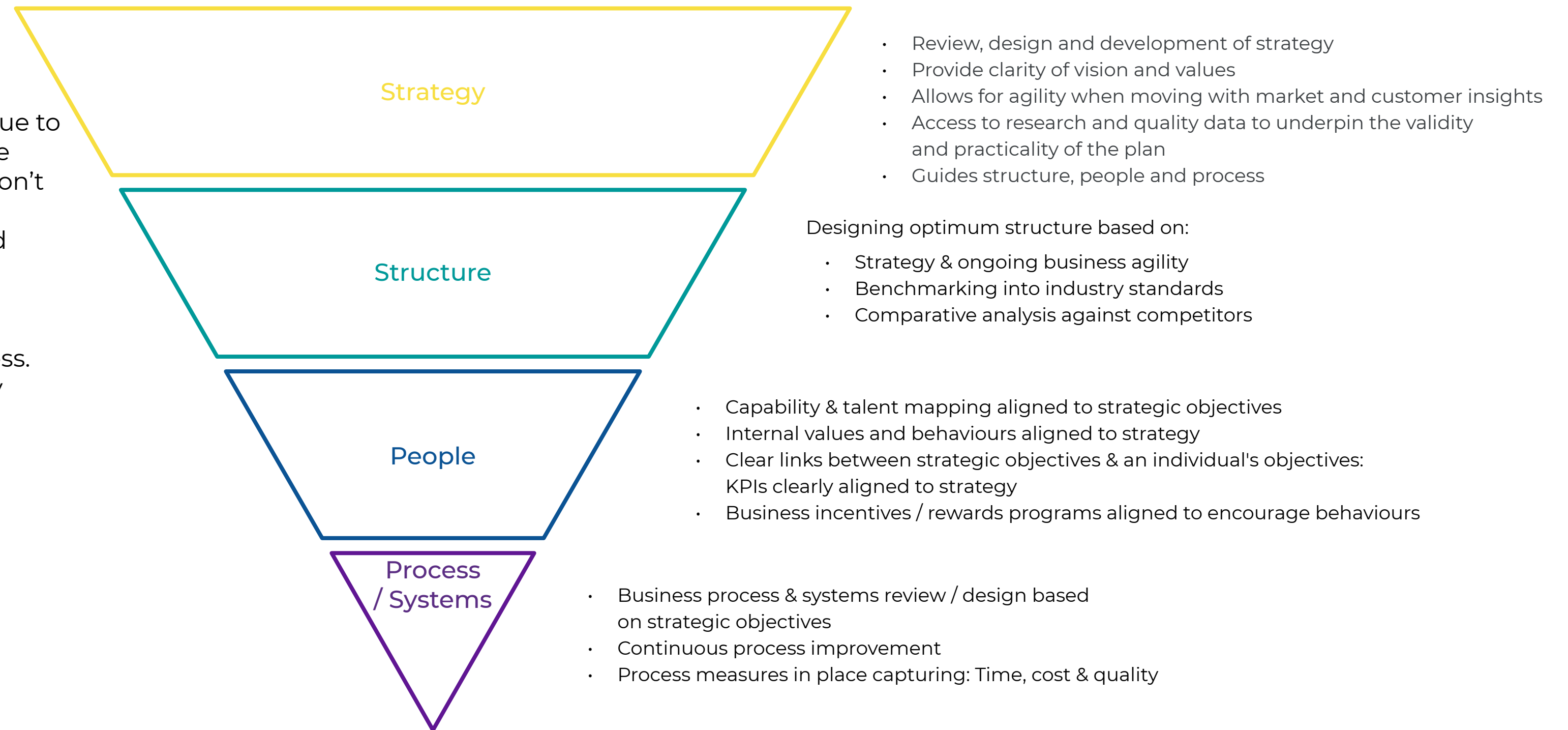


Transformation Approaches

Our Change Methodology

Transformation within an organisation or an individual is unique to each. We apply our methodology and change programs to the appropriate circumstances (we don't recommend what you don't need) maintaining a highly flexible and relationship driven approach, ensuring that each solution is tailored and nurtured through to completion.

Through our deep dive process your organisation is reviewed from its foundations up. Strategy > Structure > People > Process. This gives insight and appropriate alignment of change to key business objectives.





Transformation Approaches & Programs

1. Strategic People Advisory & Projects
2. Organisational Design & Change
3. Executive / C-suite Coaching
4. Talent Capability and Transformation Workshops
5. LSI Individual & Team Programs
6. Sourcing, Onboarding & Integration

1. Strategic People Advisory & Projects

The core of what we do.

We can engage with your business to align people, productivity & performance through a variety of services:

- Development of People Strategy - aligned to overall business plans
- Business Talent reviews & Succession Planning
- Performance and KPI development
- Implementation and imbedding of HR Frameworks
- Process improvement projects
- HRIS Systems implementation
- Development and facilitation of bespoke training programs
- Build talent profiles aligned to strategic initiatives
- General HR/ER Advisory and support

Excludes Coaching Support

Engagement Options:

Ad Hoc Support

(Senior Consultant Rates)

Both hourly and daily rate

Project Based

Value based on assignment scope.

Monthly Retainer:

Starting from 10 hours per month (min 3 month engagement).

2. Organisational Design and change

Having agile structures, highly capable teams and an appreciation for continuous evolution will set you up for success

Inclusions:

- Provide review and recommendations for optimising operating structures based on balance of best practice research, commercial outcomes & strategic vision
- Job redesign and success profiling
- Designing and facilitating change management workshops
- Facilitating rightsizing and restructure discussions and job impacts (redeployments, managed exits and redundancy)
- Career Transition Management
- Post Implementation reviews for sustained success

3. Executive / C- Suite Coaching

Our bespoke coaching model is based on 3 key elements: Connection, Ownership and Destination.

We believe that having a genuine connection to self and others followed by owning your destination are critical steps to being successful.

We take a 360 approach to driving individual transformation - we set goals that are measurable, tangible and that demonstrate a marked difference - we tie our own success to their goals.

All our coaching programs include complimentary LSI Human Synergistics assessment - one of the leading leadership development tools on the market.

6 Month Executive C-Suite Program Inclusions:

- Introductory session (establish connection)
- Eight (8) 60-90 minute sessions, plus phone and email support
- Review & wrap up session (assessment of goals and definition of next steps or program extension)
- Tailored agenda and action plan, personalised to your needs inclusive of goal setting and measurable actions
- Human Synergistics LSI assessment and debrief. For more information on this tool [click here](#)
- Sharing of best practice resources and literature

● Transformation Approaches

4. Talent Capability and Transformation Workshops

We offer a variety of workshops to suit businesses of all shapes & sizes.

Workshop Inclusions:

- Pre-workshop assessment to tailor the workshop to the agenda
- Building and facilitation of bespoke workshop
- Post-workshop insights and actions
- Post workshop evaluation and report

Our Workshops:

- Strategy & Alignment
- Developing Business Purpose
- Change & Transition
- Team 'Ways of working'
- Vision / Mission / BHAG



5. LSI Programs

RPE are accredited Life Styles Inventory™ (LSI) practitioners in this highly sort after leadership tool. The LSI organisational tool has helped millions of people to understand and change the way they think and behave. [LSI Programs](#) are aimed at building maximum potential & performance in new or established leadership teams and long term effectiveness in individuals. We offer both team and individual programs.

LSI Individual Programs:

- Discover new ways of thinking and behaving
- Improve their effectiveness in their roles
- Cope better with stress, pressure and change
- Achieve self-set goals
- Apply more flexible and creative thinking
- Improve their interpersonal relationships
- Increase their personal effectiveness.

Inclusions:

- Administering of assessment to employee, peers & manager
- Two hour debrief to share results and discover learnings/insights
- Follow up check-ins over 3 months

LSI Team Programs:

The program includes a LSI workshop- this allows the forum for the leadership team to share their insights about how they think & behave - Building trust, understanding & carving ideal ways of working as a team unlocking optimum effectiveness

Inclusions:

- Administering of assessment to employee, peers & manager
- Two hour debrief per employee to share results and discover learnings/insights + follow up check-ins over 3 months
- Full day leadership workshop + workshop prep/documentation
- Development of team guiding principles & ways of working
- Bespoke action for leadership DnA and ways of working

6. Sourcing, Onboarding & Integration

By completing a Deep-Dive to truly understand the reason for the role, the vacancy, the market, the org design of the team and how the role fits into the big picture of your business, we source the right talent for your team.

Following recruitment we continue to work with you to ensure your new team member is integrated successfully, and committed to your business for the future.

We categorise our offer into two stages - Finding a New Team member & then Integrating them into your business, we find both stages are critical to each other.

However we understand that businesses may have different needs. Our Approach is outlined to the right:

Sourcing

1. Deep Dive
2. Build / Review Job Description
3. Build Sourcing Strategy
4. Build Job Ads

Recruitment

1. Post Job Ad / Source Talent
2. Interview Process
3. Job Offer

*Process to find your New Team Member -
Approx 4 Weeks in total*

Onboarding

1. Build/ Review and develop the onboarding pack
2. Build / Review and support the induction process

Integration

1. Integration survey
2. New team member and line manager visits and / or phone call
3. New team member integration check point survey 30, 60, 90 days
4. Coaching to line manager, based feedback, and alignment from integration survey

*Process to integrate your new Team Member into
your Business - Approx 7 months in total**

Sourcing & Integration Value: POA