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# Leading Strategy • Shaping Change

A close-up photograph of a hand in an orange sleeve moving a white chess king piece. The background is a blurred chessboard with other pieces. The lighting is warm and orange, creating a sense of strategic action and focus.

**In challenging economic times, it is important to have clarity of vision of where your organisation is heading and to know when and how you are going to reach your chosen destination.** It is essential to be clear about the strategic goals you want to achieve so that you can determine what actions you need to take to deploy resources most effectively. All organisations regardless of size will, at some stage, experience a period of change or uncertainty where new challenges have to be faced, worked through and resolved. It is at this time that experienced professional assistance can make all the difference to the outcome.

To be successful in the current marketplace you need a combination of skill and foresight to ensure that your company maximises value and retains competitive advantage. At Business in Change we recognise that you may already have some of the skills you require to take your business forward and handle change. However, if you require specialist help to develop and turn your strategies into reality then Business in Change can offer you an exceptional service when you need it most. We can give you practical advice and support that can really make a difference to the success of your business.

“They say time changes things, but you actually have to change them yourself.” Andy Warhol

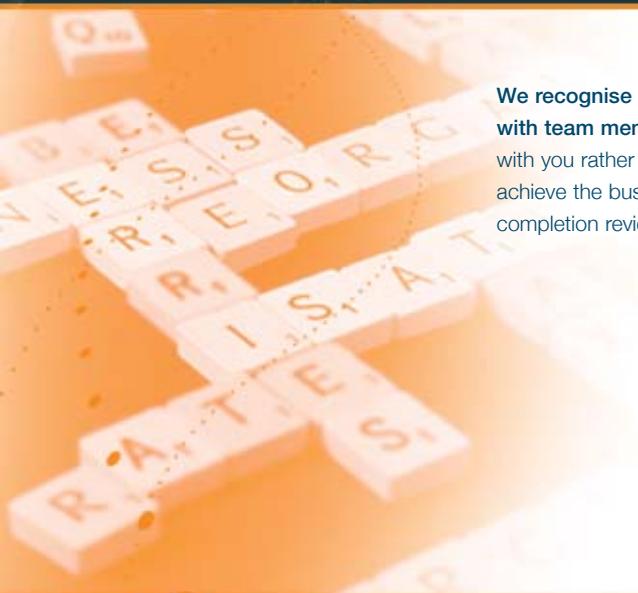
# Who Are We?

**Business in Change is a trusted partner who can guide you through challenging and uncertain times when you need it most.** We are a group of experienced consultants who can work with boards of directors and leadership teams to make a difference in fast moving and changing businesses. We focus on areas that include strategy development and implementation, mergers and acquisitions, and managing the resulting change that many organisations are faced with.

We offer a fresh set of eyes to view the issues from an unbiased perspective, ensuring that all aspects of the situation are considered, giving you peace of mind that together we will achieve your desired business performance. We are dependable and experienced with a proven commitment to delivering consistently high levels of business know how and applying real life knowledge to address difficult circumstances in challenging times.

“If you focus on results you will never change. If you focus on change you will get results.” Jack Dixon

# The Difference?



**We recognise that there is more to change than facts, figures and processes, we build relationships with team members across the business to ensure the work we do adds real value.** Our goal is to work with you rather than for you and to transfer the relevant skills to your teams where appropriate; ensuring you achieve the business success you require. Furthermore, as part of our approach we always undertake a post completion review and remain in contact with you working through any further issues you may have.

We can confidently work through resistance to change using proven methodologies and frameworks. This means, with our hands on experience, breadth of knowledge and our innovative and flexible manner we can address your particular business issues.

“Every exit is an entry somewhere.” Tom Stoppard

## Strategy Development

Successful businesses have clarity of vision, well defined goals and fully evaluate all the strategic options, ensuring that the chosen route is the optimum one to travel and achieve the desired outcome. Once the direction of travel has been established plans can be drawn up and implemented.

### Do you know what your next move is?

Key to success is the regular measurement of performance against the plan and flexing it in light of changing circumstances – both internal and external – ensuring the business is always making the right moves.

“Wherever you see a successful business, someone once made a courageous move.” Peter F Drucker

# Services

## Mergers & Acquisitions

Organic growth alone may not enable you to achieve your goals. Acquiring additional capacity or capabilities or even exiting poor performing activities may be necessary. It is said that over 80% of acquisitions do not add to shareholder value for the acquirer, we will work with you to ensure you are one of the 20% who succeed.

### In joining two businesses together how do you ensure the best fit?

It is essential to fully evaluate the impacts on all stakeholders if mergers or acquisitions are to succeed. Any cultural differences between the businesses need to be recognised upfront and worked through to facilitate a smooth integration process. Robust implementation and integration plans, together with clear communications will get the best out of combining organisations.

“Coming together is the beginning, staying together is progress and working together is success.” Henry Ford

# Services

## Business Reorganisation

As a business continues to develop and refine its strategy, it also needs to align its internal structures to meet the new requirements. Organisational improvements can range from minor adjustments to major reorganisations of functions or departments.

### Are you getting the most out of all the parts of your business?

To ensure that the whole is greater than the sum of the parts, reorganisations are essential to keep you ahead of the competition. All require careful planning to ensure the shape of the new business will successfully deliver the defined strategy and goals.

“The possibilities are numerous, once we decide to act and not react.” Glona Anzaldua



## Change Management

Change is inevitable for businesses to succeed as the environment in which they operate is becoming more turbulent. The proactive management of change can be the difference between success or failure. Whether the change is evolutionary or revolutionary, an assessment of the options available and the implications on all parts of the business is required. A programme that details the steps involved can be drawn up, implemented and measured against.

### Do you need to reshuffle your pack?

In the majority of businesses, people are the principal asset. Providing them with the tools and 'know how' to harness change and move forward to make a positive contribution should never be overlooked, nor should the impact of them not moving with you be underestimated. It is all about managing the desired change whilst keeping your eye on the bigger picture.

"Good plans shape good decisions." Lester Bittel

# Intelligent Survival

**Business in Change is a highly regarded provider of business consulting.** In this market place the ability to listen and identify the real issues and offer practical solutions to complex problems can make all the difference to building exceptional results for your business. Our aim is to help you achieve your business objectives and deliver your strategy, working seamlessly with you through every step of the process.

Our open approach and integrity ensures we work with your teams at all levels to understand how they can best work together to achieve the business results you require.

“It is not the strongest of the species who survive, nor the most intelligent, but the ones most responsive to change.” Charles Darwin

# In Summary

**When strategy and change are on the agenda in your organisation, Business in Change has the extensive experience and skills required to help you.** We understand that change can be both challenging and demanding; however, we also know that it can be exciting and rewarding with the opportunities it brings. We will guide you through your particular change in business direction with enthusiasm and attention to detail. We have a flexible and client first attitude, working with you to help you understand the changes or reorganisations taking place in your business. Working in partnership with you we ensure we energise your teams and bring them together to achieve the business performance you require.

To find out how Business in Change can really make a difference to your organisation and its future then contact us and we can discuss the first steps to taking your business to where you really want it to be. For further information contact [mail@businesschange.uk.com](mailto:mail@businesschange.uk.com).

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