

You have the vision, we have the practical pathway to deliver it

Senior leaders are regularly expected to deliver significant change. Yet, they are rarely exposed to the tools they need to lead that change.

Faced with uncertainty, even the most experienced executives revert to 'senior management' behaviour, protecting current ways of working instead of leading the future.

Thinking leadership

We are a leadership development firm that partners with organisations who want their leaders to more effectively deliver change.

We provide the tools and pathway to enable leaders to:

- Achieve their current change goal/s
- Continually adapt to changing business environments

How we drive your success

- We work with some of the highest-performing organisations in their fields and those who aspire to be. We can help you reach and maintain benchmark status
- Our pathway is based on the world's top-performing organisations' practices, removing guesswork from your transformation
- Leadership development based on theory often fails. We apply our toolkit directly to your live change scenarios, so you can take tangible action
- We partner for the medium to long term. We don't believe meaningful change comes from one-off experiences
- We work top-down. We establish a common language, project purpose, approach, and set of tools, then cascade through the organisation. This removes silos and aligns every level of your business

“Thank you for introducing me to a whole new world that I can never unsee or unlearn”

Partnering with visionary leaders

We work with accountable leaders – MDs, CEOs, Functional Directors - who want to achieve significant change in their organisation and require the tools to lead their teams through it effectively.

Overcoming your major change hurdles

Every client that we work with has a major change challenge. Whether the goal is to drive growth, boost performance, or become the industry benchmark, the need for a proven path is critical.

Examples of change projects include:

- Launching a new internal system or process
- Delivering or developing a new offering
- Entering a new marketplace
- Changing how they support external customers
- Adapting services to the needs of internal customers
- Integrating a new acquisition
- Moving from a silo based to value stream based organisation

Beyond specific projects, our clients contact us to elevate their overall effectiveness by:

- Shifting the skills and attitudes of current leadership and managers
- Sharing best practices across parts of the business
- Reducing silos
- Reducing waste and poor housekeeping

Clients come to us for a clear, actionable language and a set of practical tools designed to achieve change.

Our approach

We have worked with some of the world's leading organisations – Procter and Gamble, Toyota, Levi Strauss, Bridgestone... Unsurprisingly, organisations that are leaders in their field are doing something different to the rest! They didn't reach the summit of the mountain by luck, it's by design. So, what are they doing differently?

The Opsis 'Intentional Leadership' System combines three practical frameworks we developed to equip leaders with the tools and frameworks used by the world's most effective organisations to drive transformation.

Increasing Organisation Effectiveness (IOE) equips leaders with the tools and shared language needed to clarify direction, align teams and lead change.

Value By Design (VBD). During VBD leaders review the current operating model and redesign it so that work flows across the organisation in a way that increases customer focus, improves performance and reduces delays.

Winning Business moves teams away from reactive selling toward intentional, high-margin execution. We establish a strategic approach to selling, aligning your execution to our Sales Alignment Framework.

Our workshops are different to typical development:

- **Group focus:** Teams attend together and focus on shared operational challenges
- **Dedicated work time:** Workshops explicitly "ring-fence" time for teams to apply new thinking directly to their current projects
- **Top-down alignment:** We begin with senior leadership, ensuring they can model, coach, and challenge teams using a common language
- **Data-driven:** We analyse your live operational issues before the workshop so that we focus the learning to your specific challenges
- **Instant application:** Every tool tried and tested, ready to be used on your change projects immediately

The steps on the Opsis 'Intentional Leadership' journey

Step 1 – A change occurs, e.g. a desire to implement a new strategy, change the operating environment etc.

Step 2 – Initial alignment, we work with you to develop a clear picture of your project objectives, scope, timeline and budget

Step 3 – Current state assessment, together we develop a clear picture of your project starting point and baseline

Step 4 – Future state development, together we define *What Does Good Look Like* for your organisation, detailing what will be happening when your strategy/change goals have been implemented, and the size of the gap

Step 5 – Generate forward motion, "it's easier to steer a moving vehicle", starting with the leadership team, we deliver Increasing Organisation Effectiveness workshops (IOE). We align on a common project purpose, language, approach and set of tools. Then, we scale these approaches through every level of your organisation

Step 6 – Organisation redesign, many change projects fail because new habits get smothered by old routines. To address this, we deliver Value by Design (VBD) workshops using Open Systems Thinking. We move you beyond siloed, top-down hierarchies that trap work, toward value streams - the direct path a product or service takes from the moment a customer orders it to the moment they receive it - to maximise effectiveness

Step 7 – Turn value into commercial success, Finally, we deliver Winning Business to ensure your new organisational capability translates into revenue. We shift your teams from product-centric selling toward a strategic, consultative approach that focuses on client "needs and dreams" to maximise conversion rates and margins

All change projects begin with a conversation.

If you're curious to learn more, contact us at info@opsisconsulting.com.