

whole person

integration



international

whole system

integration

“recognises the connection and interdependence of all parts of ourselves, our organisations and our global society”
integrating the Whole Person within the Whole System

whole person

To work effectively and respond to change creatively, we need to use all of our minds, bodies, emotions, values and beliefs. Balancing and connecting the different parts of our internal and external worlds leads to greater fulfilment for individuals, organisations and the whole society.



whole system

Integrating all parts of a system creates and facilitates strong relationships - *the whole is greater than the sum of its parts*. Thus the pressures of competition are balanced by partnership and creative synergy. This type of energy, combined with creativity produces true innovation and lasting results.

international

“inspirational leaders see themselves as citizens of the world with an expanded field of vision and values that embrace diversity”

*of culture, race, gender, age, ability,
life and work styles, values and beliefs*

whole globe

A balanced view combines appreciation of the *uniquely personal*, with a *global perspective* that recognises our larger international family - so ensuring long term business success.

Belgium
Canada
Germany
Ghana
Hong Kong
Ireland
Israel
Netherlands



Norway
Russia
Spain
South Africa
Sweden
Turkey
UK
USA

whole person-whole system-whole-globe

To achieve a more diverse and integrated global society, we support the development of the whole person and the whole system. We encourage openness, indecisiveness and respect for diversity within organisations.



assessment

We offer a variety of *organisational surveys* focusing on strategic issues using customised questionnaires, focus groups, interviews, whole system processes, EFQM Excellence and other frameworks.

These include *Corporate Culture assessments* to audit the alignment of personal values with current and desired culture, as a foundation for vision and strategy development.

Leadership values lie at the heart of personal and organisational success. We create tailored 360 degree *leadership values* questionnaires and coach leaders through feedback discussions.

We use *personal styles* and qualities questionnaires to aid our dialogue with leaders and teams. These include *inter-cultural competence* assessment for international leaders and teams.

Where more comprehensive information is required we design and deliver customised *assessment and development centres*. We offer the powerful development experience of participating in *Operation Profit*® or bespoke assessment activities designed for you.

Integration International

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development

We offer personalised *coaching* for executives and leaders focusing on enhancing performance and realising personal development, especially during transitions.

Our *leader development* processes range from specific skills development workshops to *integrated customised programmes* consisting of: assessment, coaching, action learning, outdoor or creative activities, self development groups or other options.

We support *teamwork* in development programmes for self managed teams or events focusing on enhancing performance and team relationships.

People skills training programmes are designed and delivered to attain strategic objectives. If you prefer in-house delivery by your own managers, we will develop their facilitation, coaching, consultancy or training skills.

Employee *counselling* services are available as part of a strategic response to performance, stress, career change or specific personal issues.

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transformation

Corporate transformation begins with a shift in the values and behaviour of leaders to create a values driven culture. This needs to be sufficiently aligned with the vision, strategy and personal values of the workforce. We offer a range of *Organisation Development* processes to transform your culture, discover and realise your vision.

We provide various fast, *Whole System*, sustainable change processes that enable radical shifts and organisational learning. *These include: Appreciative Inquiry, Conference Method, Dialogue, Future Search, Open Space Technology, Real Time Strategic Change.*

The high failure rate of many *mergers, joint ventures* and alliances is due to poor integration of cultures. Avoid this by assessing the separate corporate cultures and facilitating *Integrational Learning*®.

If smaller scale incremental changes are sufficient, we can offer *Improvement Teams, Action Learning Sets* or train your facilitators, to enhance customer service, quality and performance.

We can assist your managers with change, through workshops on innovation and internal consultancy skills.

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performance

Sustained organisational performance depends on balancing corporate survival, fitness, cultural and evolutionary needs, as well as relationships with your customers, suppliers and society. Application of the *Balanced Needs Scorecard*® identifies this balance in an organisation's culture and allows for the development of a clearer strategic vision.

Our *Organisational Pressure and Performance Audits*® are used to identify specific factors that reduce performance. Thus providing a sound basis for designing effective *stress management* strategies and improving performance.

We use the *Team Performance Model*™ and other approaches to enable teams to achieve outstanding performance. We also provide *360° feedback, coaching and appraisal training* to enhance performance.

Personal performance depends on developing the Whole Person and balancing Physical, Emotional, Relationship, Mental and Spiritual needs. This can be achieved through coaching leaders, personal effectiveness workshops or *Work-Life balance* programmes.

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