# Consulting Prospectus 2019

#### An Introduction to our Consulting Solutions

Since 1995, Catalyst Consulting has been helping organisations make sustainable improvements in quality, efficiency and operational performance through a range of Consulting Solutions. We help clients to create and deploy a continuous improvement culture at the pace they are looking for.

At the heart of our service is a strong, capable and talented team of people with many years of practical experience, acquired through working with organisations of all sizes and from a wide range of sectors. These include some of the world's greatest brands and public sector services.

Starting with Why? This prospectus outlines a number of our proven core consulting services and what they involve as we support and accelerate your organisation's change and transformation journey.

We offer:-

- Assessment: Understanding the organisation, its strengths, opportunities and its culture, and planning for change
- Operational expertise: making things happen and delivering results
- Strategic capability: developing and deploying Strategy and Operating Models that are right for your organisation and facilitating leadership in Transformational Change

# Assessments

#### Organisational Assessments Process Health Checks

Why car	ry out an Orgai	nisational As	ssessment?		
fact-bas	ild common and sed understanding current reality	To help an or improve its efficiency and e	process		
	change the culture n organisation	To align key sta prioritising foc action p	us areas and		
What is it?					
A systematic, independent and objective assessment of your current state	An in-depth analysis of perceptions (from inside and outside of the organisation), performance results and trends, process stability and capability, assessment of Operational Excellence maturity and cultural characteristics				
Identifies important factors which aid or impede your achievement of results	Summarises key strengths and opportunities for improvement		Prioritisation of improve- ment actions and plans		
Why carry out a Process Health Check?   To gain an independent, transparent   To ensure process   To support development of a Continuous					
and unbiased appraisal of your operational reality are sustained			provement culture and build the organisation's capability		
To identify waste and u add activity releasing potential of your key p	the true		pment of stable, predictable propriate measures/metrics		
	What	is it?			
One-off or periodic onsite workshop reviews of a process and its performance		Led by a Catalyst consultant working with client operational staff			
Recommended activities to maintain and improve your process health			ritise opportu- nprovement		

### Assessments

**Culture Assessments** 



#### Why carry out a Culture Assessment?



#### What is it?

A comprehensive assessment of the prevailing values, systems and behaviours at all levels in an organisation against established excellence models Summarises key strengths and opportunities for improvement

Includes workplace dialogue, employee focus groups and questionnaires Identifies priorities and actions required to positively change your culture

### Assessments

#### Continuous Improvement Programmes

#### Why do Continuous Improvement Programmes need support?

To shape the right Continuous Improvement programme for your organisation

To engage people in improving the organisation and its performance To maximise the success of your deployment

To encourage new mindsets, behaviours and systems of working for sustainable culture change

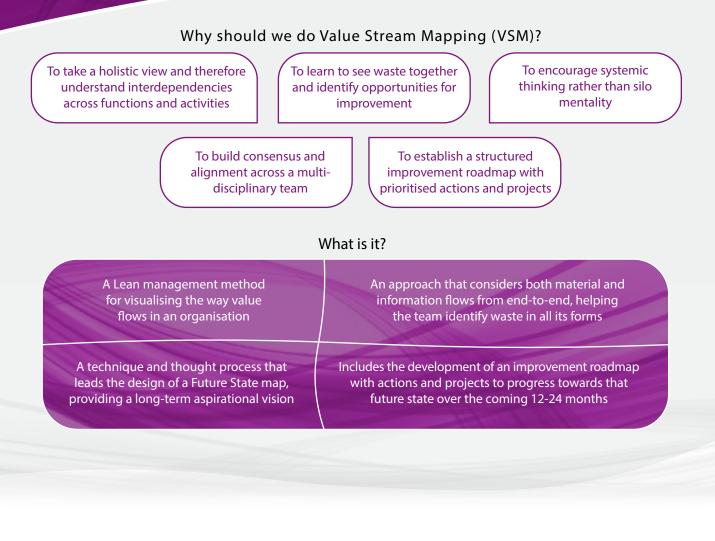
#### What is it?

A tailored programme of<br/>activities and servicesEngagement and development of<br/>Leadership teamsPMO/governance design<br/>and formationCarry out project selection<br/>and develop communication<br/>strategyContinuous Improvement skills<br/>assessments and training to build<br/>capability, confidence and enthusiasmLean Management Systems



# Operational

#### Value Stream Mapping Rapid Improvement Events (Kaizen)



#### Why should we carry out Rapid Improvement Events?

To benefit from a high-energy, high-impact approach that removes wastes, improves flow and implements change in real-time To communicate a sense of urgency/ passion for change, engaging and involving the organisation

To respond to problems and get immediate traction on your change objectives

To employ a rigorous, action-orientated method that controls risks in the target process and delivers sustainable, measurable outcomes To engage with a highly experienced consultant to guide and challenge your team. A significant learning opportunity for all participants

#### What are they?

A consultant-facilitated workshop	Intensive, narrowly scoped 3-5		Team members are extracted from
delivering immediate process change	day event, using a focused		daily responsibilities, concentrating
and performance benefits	multi-functional/multi-level team		their creativity on problem solving
A structured approach: comprehensive preparation, Plan/Do/Check/Act and DMAIC thinking, using Lean Six Sigma tools		Effective in both manufacturing/engineering and transactional/business processes	

### Operational

Leading Projects



#### Why do we need someone to Lead our Projects?

Currently available resources overloaded or lacking the specialist skills

To gain confidence in proven technical and leadership competences to tackle the most challenging problems The benefit of impartiality, objectivity and external 'fresh eyes'

Transfer of knowledge to the team: learning by doing

#### What is it?

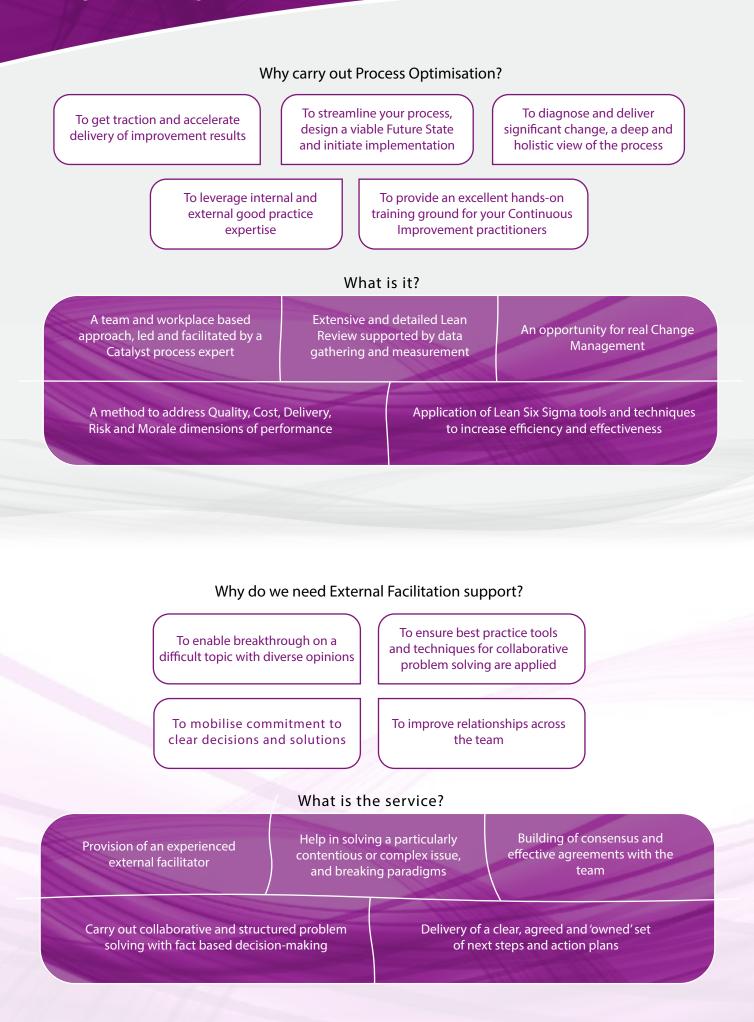
Extended provision of a Catalyst specialist resource Leadership of a strategically important improvement project from 'soup to nuts' Professional application of the appropriate methodology and tools

Ensuring collaboration and participation of relevant team members and SMEs

Managing change to ensure maximum impact, acceptance and sustainability

# Operational

#### Process Optimisation Facilitating Difficult Things



### Strategic Capability

Strategy Development and Deployment



#### Why do we need support in Developing and Deploying our Strategy?

To use a structured and collaborative approach, ensuring buy-in and ownership

To avoid resources being spread too thinly across multiple or conflicting priorities To align, engage and mobilise teams behind a common purpose To ensure that the strategic direction and objectives for the organisation are understood by all

To ensure that the right things are being monitored and measured...i.e. do we know what it takes to win? Do we know if we're winning today?

#### What is Strategy Deployment?

A management process that aligns, both vertically and horizontally, an organisation's functions and activities with its strategic objectives

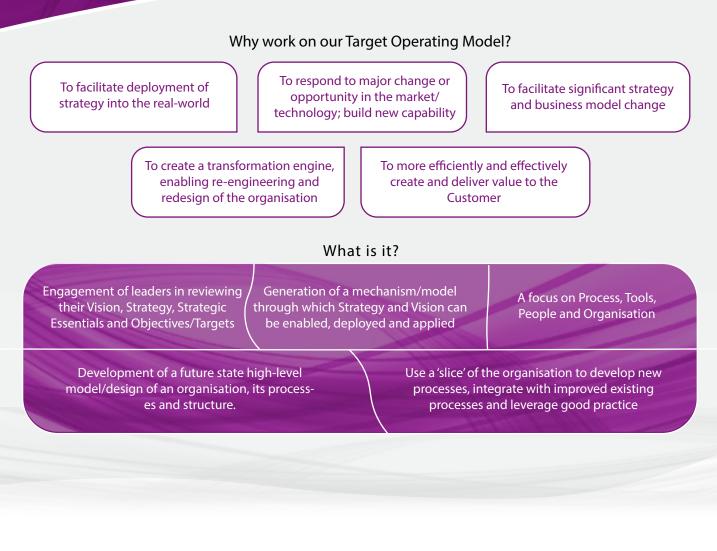
The establishment of a 'line of sight' between individual objectives and the strategic priorities

A top-down and bottom-up collaborative process using dialogue or 'catch-ball'

A method to ensure all contributions combine to enable successful achievement of strategy

# Strategic Capability

Target Operating Model **Change and Transformation Leadership** 



#### Why work on Change and Transformation Leadership?

To help organisations face today's challenges and opportunities, market dynamics and technological developments

To address the inadequacies of traditional methods of leading rapid and significant change, while balancing the daily demands of running the operation

To provide new approaches, models and behaviours required by leaders at all levels to empower, align and inspire their people to take responsibility and exploit the 'Big Opportunity'

An assessment of the organisation's readiness for change

Support to leadership in navigating

What is the service?

through the challenges of change and transformation

Selection and application of the appropriate change model(s) and approach

Coaching Leadership in their roles and the behaviours required to model and accelerate change, including articulating and reinforcing the 'why'





### Learn More

More information on Catalyst's Consulting Solutions can be found here: www.catalystconsulting.co.uk

E-mail us at consulting@catalystconsulting.co.uk to schedule a conversation with one of our consulting team or to arrange a visit to your site for a diagnostic/review meeting.