



Another case of “Here we go again”?

Organisational Learning – how to stop ‘re-inventing the wheel’

Investing in change can be ...

- ★ prudent, if the market demands it, but
- ★ self-defeating expense, if you just repeat history or fall for a fad.

With the SO approach, you can

- ★ begin to pin down what is key for *your* organisation
with our exceptional *People+Systems* diagnosis
- ★ reorganise more cost-effectively
e.g. with our insights into work design, systems thinking, and planning
- ★ enjoy more reliance on your staff
e.g. by giving them a part in your problem-solving
- ★ stay in the driving seat
by reaping the continuing benefits of a ‘learning’ approach to managing change

... and so join the ranks of long-lived organisations

more...



So... we're here to help you do it

Strategic consulting on human & organisational factors: key to successful change and best use of technology

London – Milton Keynes – Oxfordshire – Buckinghamshire – Hertfordshire – Bedfordshire – Thames Valley

Feel free to call me, Roger Martin, on

(tel) 01296 423845 or (VoIP) 01296 679 194 or (email) roger.martin@sustainableorganisations.co.uk

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Four steps to sustainable value

Just to illustrate our Organisational Learning (OL) work.
Clients are guaranteed a *tailored* service, of course.

1 First contact, e.g. an hour's free conversation

- getting a feel for us as people you can trust
- exploring your issues.

Your input?
Just a slot in your diary!

2 On-site consultation

- getting a problem outline report and
- your next options described and priced.

Your input? ½ director-day & £500

4 Full OL assignment

- e.g. over 4-6 weeks:
- staged progress reports
 - sustainable key organisational changes
 - final report & presentation

Your input? 3+ director-days &
£9-30K depending on scale

3 OL feasibility study

- Enriched diagnostic picture of OL opportunities
- [optionally] Business Case for full OL assignment

Your input? 2 director-days &
from £5K depending on scale



Why not call us in?

Track record The MD's personal track record includes having represented BT plc on the UK committee of the Society for Organisational Learning.

Enthusiasm You get someone who loves your kind of challenge, and enjoys helping others join in.

Integrity You can rely on professional service that will always be ethical and trustworthy.

Proximity We are probably only an hour or two away from you.

Rarity You get a unique combination of *People+Systems* skills – ideal for OL projects.



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