



Systemic consulting : tomorrows needs today

Academy consulting focuses on systemic innovation and change. Our aim is to help organisations, large and small, create cultures that are innovative and change agile.

We take a systemic approach that helps leaders to:

- engage and co-create with key stakeholders
- develop a lucid view of the present
- attend to and work with creative emergence
- catalyse innovation and change across and between all levels of an organisation

Typically, our approach is involves a four stage co-creative process:

1. Discovering 'what is' In times of fundamental change, understanding clearly the current situation is essential to effective action. We have developed a unique methodology for reviewing strategy, operating processes and organisational design that diagnoses the often hidden obstacles to change, captures them as themes and patterns, and identifies where interventions can be best initiated. This approach to harvesting organisational learning is offered as part of a wider consulting package, but can also be used as a discreet auditing service.

2. Preparing the ground Most change initiatives fail because too much energy is spent dealing with intractable cultural or personal issues. If change and innovation is introduced into a field that is not receptive the cost of success, if achieved at all, is high. Our approach anticipates and deals with resistance in ways that are respectful of diverse views while holding true to an understanding of what is best for the client system as a whole. This phase of our work focuses on resolving disruptive patterns where they exist and/or aligning the key elements of an organisation to release a powerful flow of leadership and creativity. This trouble-shooting service is also offered as a discreet package.

3. Co-designing interventions for breakthrough With the 'container' for innovation and change in place, we work alongside leaders, change agents and project teams to catalyse insight and illumination, and develop and test ideas. The focus of this work can range from a small team project to an organisation-wide transformation, depending on need and ambition. While working co-creatively with the key stakeholders, staff and/or customers, we also pay attention to developing the internal capability of an organisation to manage and sustain innovation. We are partners in design.

4. Supporting systemic change This aspect of our approach is about turning ideas into action. Implementing ideas with a sound knowledge of the dynamics at play in a system increases the chance of success - exponentially. Using a whole system perspective, we help all levels of an organisation to design strategies for change. We encourage a process of continuous learning and provide ongoing coaching and facilitation to embed change and create a climate in which internal change agents, innovators and shapers can flourish.

