



WHICH WAY NOW?

**Improve organisational culture
and strategic outcomes**

Make a successful cultural or behavioural shift

WE'RE HERE TO SUPPORT YOU...

Organisations often struggle to achieve return on investment in the time, effort and money invested in change initiatives. This is usually because investment has focused on clarifying strategic objectives and on creating new processes and structures without giving people the capabilities and support they need to drive change forward.

Some organisations simply don't change fast enough, leaving themselves vulnerable to market forces, changing technology and changing regulatory environments. For people to make a successful behavioural and cultural shift, they need to have the tools and techniques to do so.

Find out whether individuals or teams in your business could benefit from coaching and mentoring:

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RECOGNISING THE SIGNS

- 1 A lack of diversity and inclusion in the workforce.
- 2 Struggling to attract and retain the right talent.
- 3 High levels of attrition in mission-critical roles.
- 4 Current coaching and mentoring not delivering on purpose, value or expectations.
- 5 Existing coaching and mentoring resources not well leveraged or need to respond to diminished resources

WE WANT TO MAKE YOUR ORGANISATION STRONGER, MORE CAPABLE AND MORE ADAPTABLE, TO CATALYSE AND ENABLE SUSTAINABLE CHANGE.



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HOW WE HELP

Improve organisational culture and strategic outcomes

Our expert consultants work with you to develop strategies and programmes that will develop the behaviours needed to make your organisation stronger, more capable and more adaptable. For organisations we provide:

- Coaching and mentoring as a strategic enabler
- Transition and new role coaching
- Creation of a coaching culture

Coaching and mentoring provides people with the space to stop, think, reflect, learn and plan how they can perform to the level expected, up their game, become more resilient and focus on their development areas, resulting in them being more effective and impactful at what they do.

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WHY COACHING AND MENTORING?

Coaching and mentoring enable individuals and teams to remedy short-term performance issues, address strategic challenges and leave the organisation stronger, more capable, and better equipped to perform for the long-term.

While other forms of workplace learning can help people acquire hard skills, changing and enhancing how people do their jobs and how they lead and relate to others requires work over time and with support. Complex, people-related problems require input from trained professionals with the value of an external perspective.

COACHING AND MENTORING AT THE CIVIL NUCLEAR CONSTABULARY

The OCM Group coached senior CNC officers on how to create a better organisational culture through adopting a more effective leadership style.

In an environment with an entrenched command-and-control approach, in which officers potentially face life-and-death situations, the OCM Group was asked to design a programme that would support culture change through giving officers the tools to adopt a more versatile style that would have a positive impact on organisational culture.

The programme we designed acknowledged the special environment in which the officers worked – where emergency situations require a highly

directive style. Through eight months of coaching and mentoring, working 1:1 and in groups, the OCM team helped leaders create a climate where their direct reports could solve their own problems and act autonomously where appropriate, but also report issues and follow correct operational procedure.

The eight-month programme has been successful in effecting a behavioural shift amongst officers who now have a broader range of leadership styles and are better equipped to help others learn and develop.

ABOUT THE OCM GROUP

We want to make your organisation stronger, more capable and more adaptable. We achieve this by partnering with organisations to help them clarify the changes needed and creating bespoke coaching and mentoring solutions to catalyse and enable sustainable change.

The OCM Group has shaped the evolution of the coaching profession over more than 20 years. We were the first coaching and mentoring consultancy to recognise the impact that people have on the achievement of strategic business objectives. As such, our approach to consultancy is centred around helping people and teams to tackle big business issues.

OTHERS IN THE SERIES

Find out more about our full suite of coaching and mentoring services:



INDIVIDUAL PERFORMANCE AND DEVELOPMENT



TEAM PERFORMANCE AND DEVELOPMENT



BUILDING COACHING & MENTORING CAPABILITY

GET IN TOUCH

If you would like more information about The OCM or how we can help you or your organisation we would love to hear from you.

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