responsible for improving projects or change?
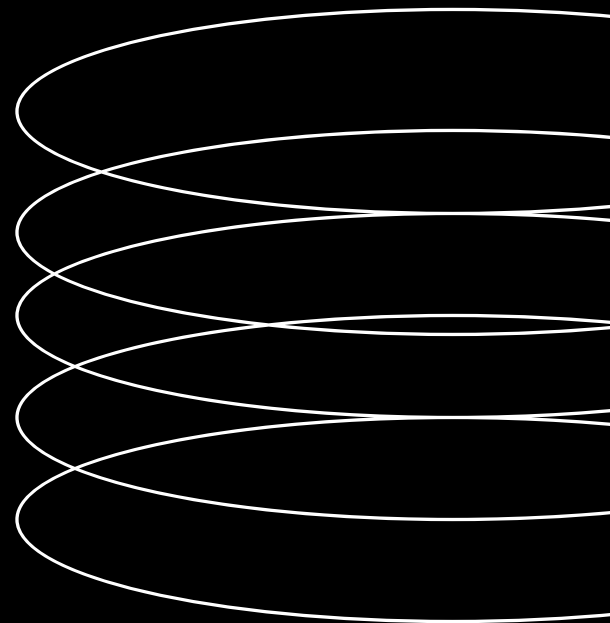
find all the support, inspiration and information you need

... right here ...

Our aim is to

Support
*Inspire
Inform

so you delight the people that benefit from your work.

* we're all about creating value for you if you're responsible for improving how projects or change is delivered.

... and we try to be inspirational too.
... at every session we aim to find you something striking ...
... not just useful, but something strikingly useful - something you'll never forget.

It's a great goal to have when starting an interaction.

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wherever
you need help ...

... organisations often use us like an extension
of their in-house team
- helping to get things done.

Help often revolves around ...

Organisation Design
People Development
Change Support

And combines all three of ...

Specialist Insight
underwritten by Network Access
and Bespoke Support

... which provides unique help.

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Organisation Design

Organisation design is about helping flow - helping you to deliver faster and smarter.

We considered ISO 21,500 (The International Standard for Projects, Programmes, Portfolios) and ISO 9001 (Quality & Change), the Agile Manifesto and years of interactions with organisations to create a 9-Point Capability Model.
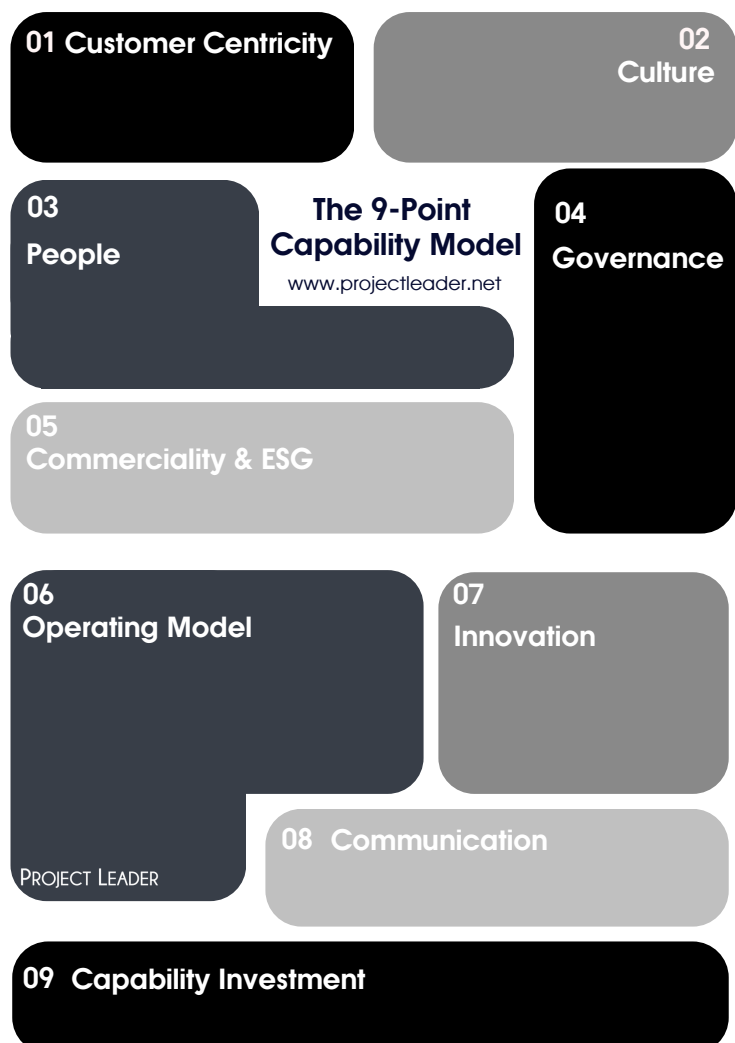
All models are flawed ... but some models are useful.

This model has been useful to hang ideas off, have a dialogue around and create some priority areas to improve flow.

Your organisation is unique - and this is a model to help explain then build on that uniqueness.

There's 9 broad areas from which to consider and usually 1 or 2 may be a priority.

Engage and watch your delivery improve.

01 Customer Centricity

02 Culture

03 People

The 9-Point Capability Model
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04 Governance

05 Commerciality & ESG

06 Operating Model

07 Innovation

08 Communication

PROJECT LEADER

09 Capability Investment

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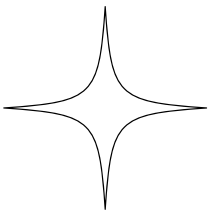
People Development

People often ask for practical help to:
- develop better leaders or managers
- build better teams
- create Communities of Practice or Talent Development initiatives within their organisations
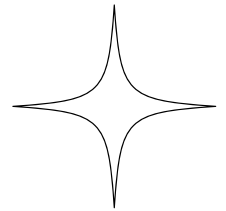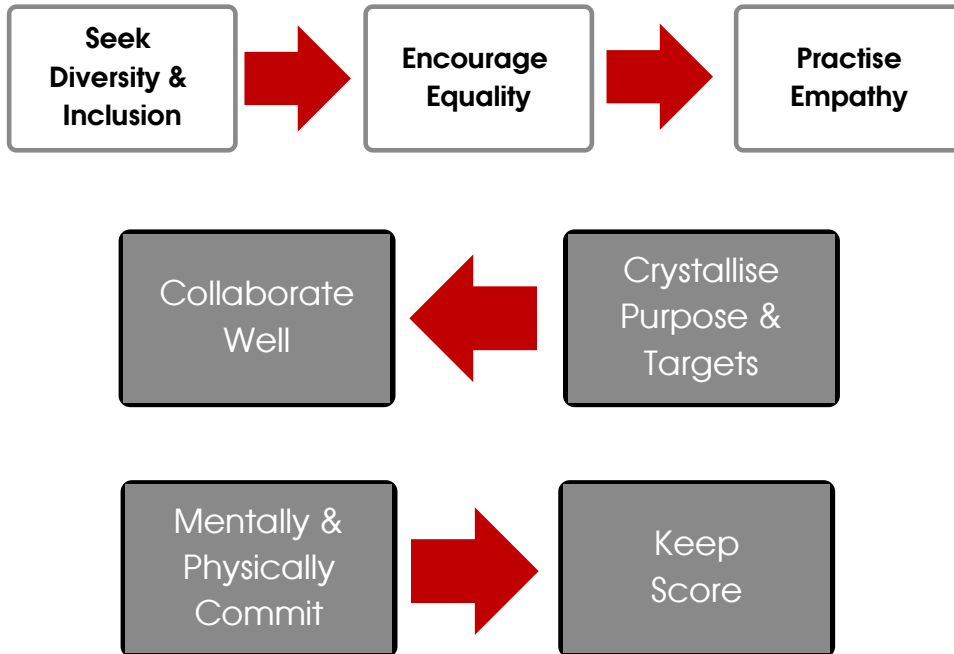
We help people explore their individual character and authenticity, introduce them to a toolkit that helps them be more effective in their environment, especially within their team, and improves the impact they make.

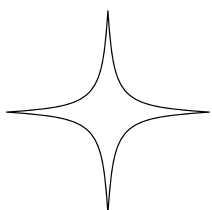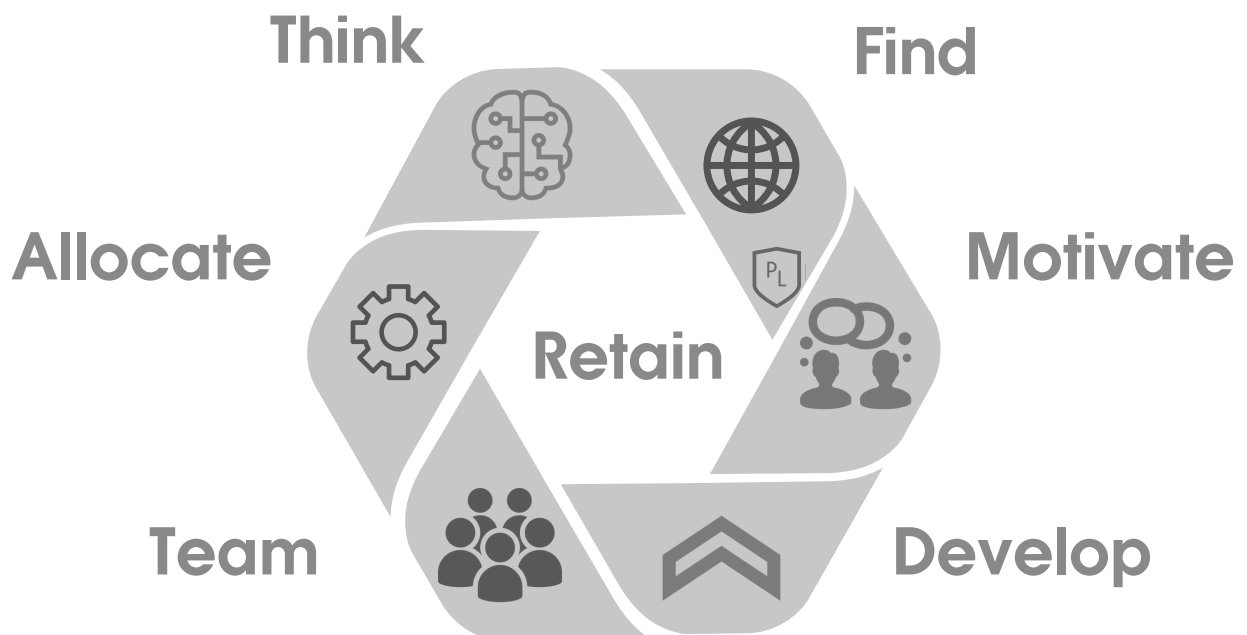| character	understanding	teaming	impact
Values	Listening	Trust	Decisions
Drive	Empathy	Collaboration	Implementation
Resilience	Compassion	Conflict	Communication (inc. Storytelling)
Style	Intelligence/s	Accountability	Inspiration (inc. Followership)
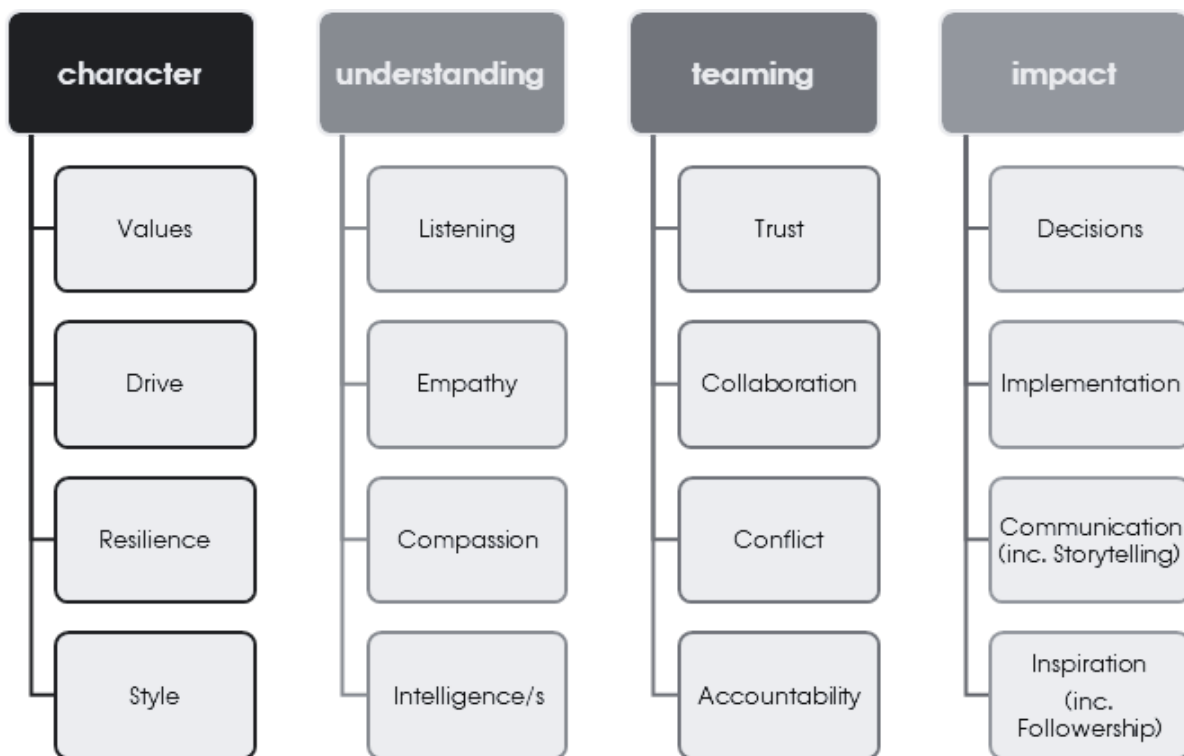
... because if you can inspire good people to be great, help people work better together and have an enabling organisation ... you can achieve anything.

... you can access help to create better teams ...

Seek Diversity & Inclusion	→	Encourage Equality	→	Practise Empathy

Collaborate Well	←	Crystallise Purpose & Targets

Mentally & Physically Commit	→	Keep Score

... and ways to build an effective talent pool or Community of Practice ...

Think

Find

Allocate

Motivate

Retain

Team

Develop

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Change Support

From being Change Ready, to building Clarity & Momentum, to transitioning to a new operating model, organisations trust us to help support them and their people with change. We can help to:

1 Clarity — Bring crystal clear clarity amongst internal and external audiences.

2 Momentum — Build momentum or buy-in to your programme and take people with you.

3 Adherence — Achieve adherence to - a new operating model, new culture, new set of behaviours, new structure.

Whether incremental change or widespread transformation, you can access help with co-design workshops, crafting communication campaigns that work, providing resilience programmes when times are tough, or supporting transition into service ...

12 Change Readiness Questions

#	Question	y	n
1	Is there a crystal clear objective?	y	n
2	Is the initiative in line with the culture and strategic direction of the business and aligned with other initiatives in the portfolio?	y	n
3	Is this the best initiative to deliver the benefits pursued? (What other options have been considered?)	y	n
4	Is there headroom in the leadership team for this work?	y	n
5	Do we have the people and skillsets required across the organisation? (Planned through phases; build-up, transition and future state).	y	n
6	Have the necessary people been consulted? (Including those outside the business.)	y	n
7	Is there a good method to capture and manage risks?	y	n
8	Is there a BRM (Benefits Realisation Management) process?	y	n
9	Is there an appropriate governance structure (including the authority to make delegated decisions, and the checking of progress against plans)?	y	n
10	Is there a suitable change management process (including acceptance of variations)?	y	n
11	Is there an appropriate contingency set aside?	y	n
12	Is there a transition into service plan?	y	n

... and sometimes an extra pair of eyes to offer confidential insight or an extra pair of hands to support engagement or buy-in to a programme can really help.

5 Areas to Build Resilience through tough change.

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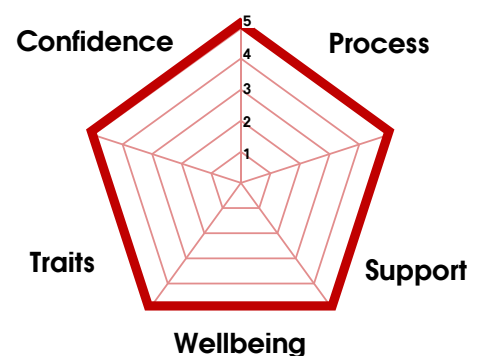
we help with ...

Organisation Design People Development Change Support

we aim to ...

Support Inspire Inform

The Partner Programme

First, receive expert help with the exact challenges you're facing through onboarding calls and optional evaluation tools relevant to your challenges.

Then you and your team access a follow-up programme of unique, exclusive events that – are both online and face-to-face meaning <u>everyone</u> can access help as required.

Each 1-day event addresses a theme, that's specifically relevant to people wanting to improve how projects, programmes and change are delivered.

Every participant takes away practical insight to help them in their work.

You and your team will also have the opportunity to work with other teams from leading organisations across Europe in round table settings, as part of the experience.

teams are better than individuals and diverse teams are best ...

... access insight from leaders and teams across Europe.

But – that's not all.

You also have access to support calls in-between events, accessed every month, ...

... so you always receive continuing support when you need it.

All this taken together means you'll make real delivery improvements and hit your targets.

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★★★★⯪ **4.7/5.0**
101 Reviews

Praise for the concept ...

Extremely Valuable

"I didn't know what to expect or how well I'd be able to relate the topic to my current challenges at work. It turns out it was extremely valuable."

– Hannah G, Head of Portfolio Management, Hotel Chocolat

Industry Leaders

"I loved it – it's an inclusive, safe space full of knowledgeable, passionate leaders in the industry,

– Ed C, Head of Lean & Project Managers, Astra Zeneca

Tap into a 5-Step Improvement Process.

- as you need it.

1 Evaluate
- Use tools and experts to take stock of where you are.

2 Prioritise
- Work with specialists to help focus & prioritise.
- Nail short-term wins.
- Plan for improvements.

3 Access
- Access expert monthly support.
- Confidential Peer to Peer help.
- Invitation-only events for senior professionals.

4 Improve
- Curated insight focused on higher-order skill development.

5 Prosper
- Follow the programme.
- Improve as you go.

- Hit targets

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Support

Inspire

Inform

Support

Immediate help - with your biggest issues up front then Support Calls on tap - as issues arise.

Helping individuals, teams and organisations to change through - engagement co-ordination, messaging and communication campaigns, capability development, resilience coaching for people if things become difficult or leadership development when roles become more senior or challenging.

"THERE'S SO MUCH MORE SUPPORT THAN I EVER IMAGINED."

– RACHAEL J, GLOBAL HEAD OF PMO, CARGILL - FORTUNE 500 BUSINESS, NETHERLANDS.

Example

supporting the organisation developing the world's first commercial fusion reactor - delivering a leadership programme for project professionals.
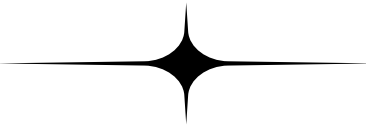
Example

helping a European FTSE with Career Pathing PM's in a Science-based environment.

Example

supporting a US-Europe pharma-tech business to transition to a new Operating Model.

Example

supporting individual practitioners at a FTSE-100 manufacturing business to transition into more senior programme roles.

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Inspire

Access the network - to innovate, find new ideas on how to work smarter & faster, discover what's really working elsewhere (and what isn't).

Example: inspiring an International & Remote Leadership Team with developing a new team charter and team targets.

Example: inspiring a process-driven, German Manufacturer, with a more Principles-led approach to delivery.

Example: inspiring the PM team at a pan-European telecoms provider with a keynote at their annual CoP (Community of Practice) Projects conference.

Example: inspiring a QA team at a UK-based charity to be more agile in their work.

Inform

New tools - developed on requested themes.
Latest insight - generated from interacting with 100's of organisations all delivering projects, programmes or change.

Example: 20+ workshops over the last 3 years to surface the latest insight in Projects, Programmes and Change.

Example: facilitating a group of 5 peer organisations - to study how organisations are developing CoPs (Communities of Practice).

Example: Action Learning Sets & 'Mastermind' Groups for Senior Practitioners in Projects, Programmes & Change - under The Chatham House Rule.

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You'll love it too ...

Blown Away !

"Genuinely blown away by the level of experience and insight in one room."

– Leanne C, Head of Project Controls & Head of Profession, Costain.

Loved It !

"I loved it, built great relationships and learnt a lot along the way too. "

– Kirsty T, Head of Project Management & Strategy, Claire House
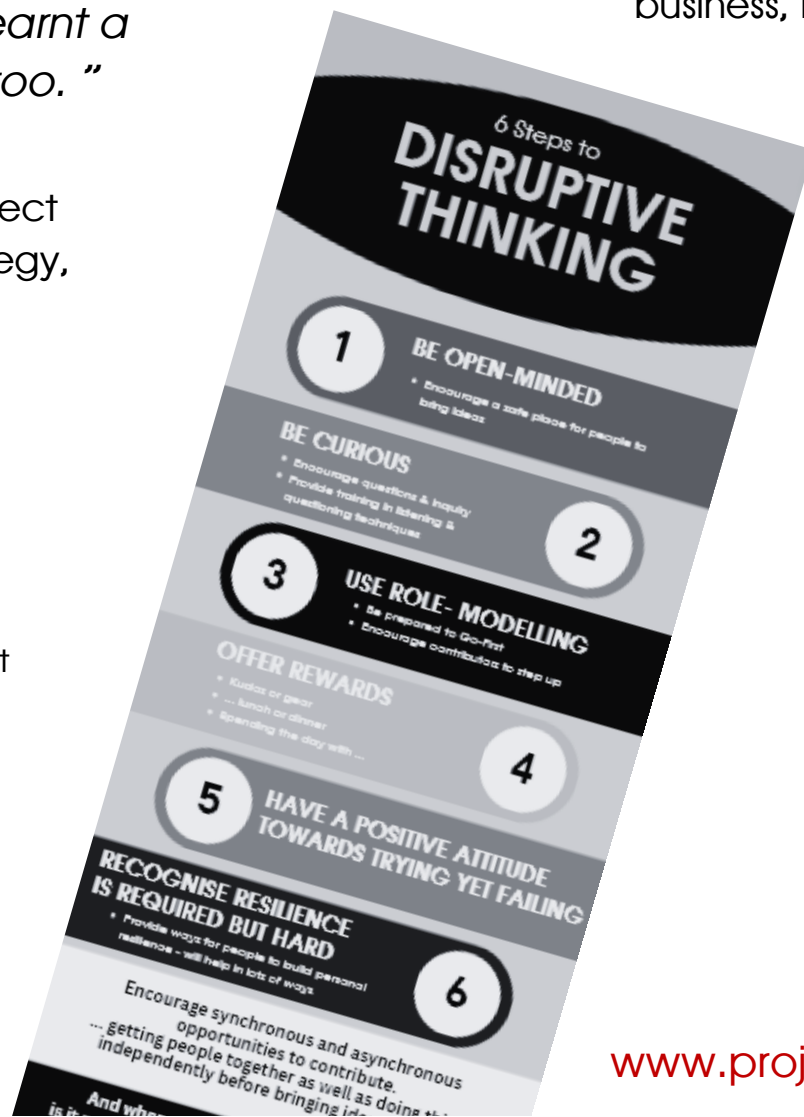
"Unique".

"A level above"

– Chris H., Head of Project Management Pod Point

More than I ever imagined !

"there's so much more support than I ever imagined."

– Rachael J, Global Head of PMO, Cargill - Fortune 500 business, Netherlands.

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The Founder

"I founded Project Leader to help you and your team do great things together…

… so you delight those that benefit from your initiatives …

… and smash the targets you have."

If you're responsible for how projects, programmes and change is delivered this is the place for you.

Gary Travers

Gary has spent over 30 years in projects, programmes and change:

- 10+ years as a growth CEO / MD before founding Project Leader – including the business that held the world's largest database of project, programme and change management practices – which was acquired by the Project Management Institute.
- 7 years as a non-executive board director, advising organisations on strategy execution and change.
- Advising the UK government on industrial & business strategy, investment and development.
- A full-time MBA in strategy execution and transformation.
- An early career executing strategy and change programmes: first as a chartered professional, then Vice President at a FTSE-100 business, a CSO at an AIM-listed firm, and into Managing Director and Chief Executive roles.

Gary now leads the team at Project Leader.

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Need insights ?

We're genuinely here to help ...

Ask us anything you like on projects, programmes and change ...

CLICK TO BOOK A CALL

or scan me