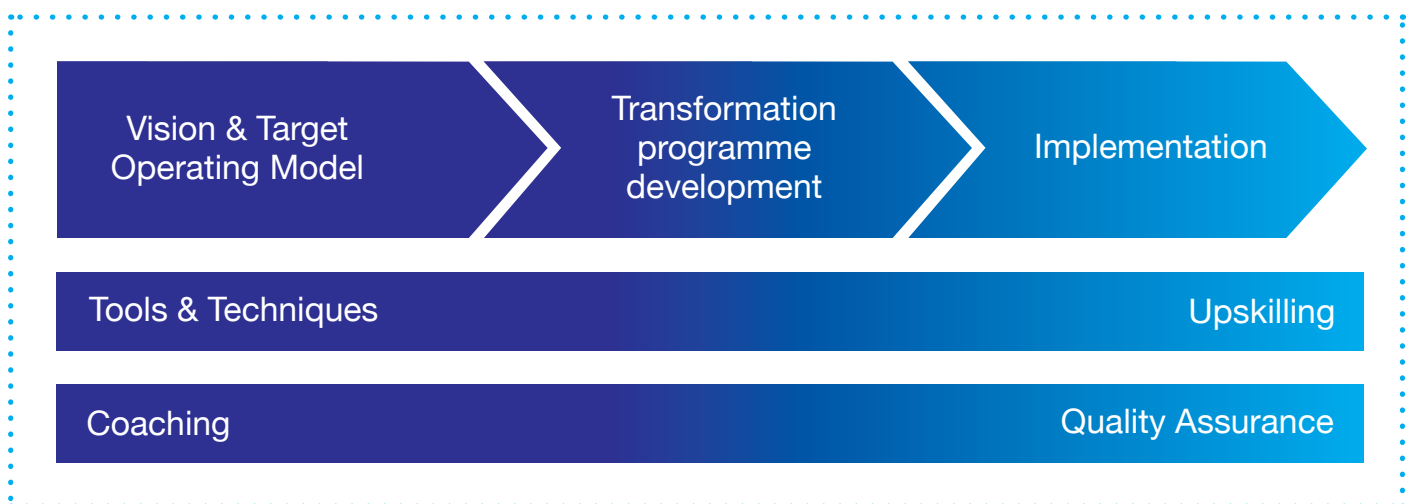


**The Change Management Partnership (CMP) is a boutique consultancy specialising in the successful delivery of change within a business context.**

We believe that real ability and insight in the field of business change are in short supply. For those organisations seeking to deliver a change agenda, CMP offers the support of a partnership that will work with them towards achieving success.

## What we do



## How we work

We help clients navigate the ambiguity and complexity of business change by delivering a range of specific interventions gained from over thirty years' combined experience in Change Management. We are bright, focused and pragmatic individuals, who are passionate about what we do and how we do it.

We use our expertise to:

- Align change programmes to business strategy and objectives
- Ensure that outcomes are predictable and deliver targeted benefits
- Ensure the organisation is skilled and equipped to manage change

And in doing so we:

- Assist individuals and teams to manage significant ambiguity
- Work with teams to solve complex, difficult or novel problems by helping make them simple and soluble
- Deliver clarity of purpose, a shared vision and a clear way forward

Our way of working is pacey, rigorous and focused. We bring independence and challenge to every assignment. We don't front-run clients, nor do we try to sell them services they don't need. Above all, if it's not right for us or our client, we say 'No'.

## Our services

Facilitation & Advisory

Exec Team facilitation

Target Operating Model development

M&A frameworks

Deal Management and Deal Implementation

Organisation design

Outsourcing – RFI/RFP/Negotiations/Implementation

Change programme & Initiative development

Project initiation/start up planning

Change function design, implementation and review

Change processes, tools, frameworks, governance

Project portfolio quality assurance, governance, healthchecks

Project turnarounds

Project implementation

Diagnostics/Process review

Upskilling – Project Managers, Individuals, Sponsors

Project Change mentoring & coaching – Sponsors, Change Heads, Project staff

Project staffing

Delivery & Implementation

## Working with you

The fact that we are a boutique consultancy allows us to focus our undivided attention on our client's needs and means their experience of working with us is a personal one. We are able to adapt to their culture and tailor our approach accordingly to help achieve a successful result.

We seek to create lasting relationships with our clients, believing that we are able to offer the most through an enduring and productive partnership. This in turn builds trust; clients trust us for our approach and thinking, our planning and implementation, the value we offer and the tangible outcomes we deliver.

We are not prescriptive about our services – we understand that the context and circumstances of our client's situation should always inform the specific course of action. Given our experience and skills, we are able to offer a wide range of Change Management, design and delivery services – all designed to meet the challenges of a client's change agenda.

## Contact us

If you are seeking a tailored and effective approach to change within your business or organisation, then contact John Hennessey on 07889 726783 or email [john@the-cmp.co.uk](mailto:john@the-cmp.co.uk)

[www.the-cmp.co.uk](http://www.the-cmp.co.uk)



“A strong team with a huge breadth of change experience. They are able to combine their discipline and forensic knowledge of their field with a refreshing pace and pragmatism – integrating well to build strong relationships and sensible solutions. I always enjoy working with them and trust them to consistently deliver the right outcome.”

**Robert Higginbotham**  
President – Europe  
Fidelity International



“They spent time to understand us and what we wanted to achieve and quickly added value by providing structure and focus to the assignment. This meant we could reach an agreed outcome in an efficient and timely fashion. This was exactly what we wanted.”

**Alex Sargent**  
Head of Finance  
Jupiter Asset Management