



# **Individual Team & Organisational Change**

***AN EXECUTIVE SUPPORT SERVICE  
FOR  
INDIVIDUALS, TEAMS AND ORGANISATIONS  
IN TIMES OF CHANGE***

Transitional Space  
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**Y**our organisation can respond actively and creatively to the changes and challenges it is currently facing and build its capability to face further, increases in the rate of change.

**T**he way to achieve success in management of change is to ensure that individuals and teams have sufficient support and sufficient challenge to enable them to develop new ways of working with new attitudes and new behaviours towards sustainable goals.

**A**ttending to the human side of change is the single most important factor influencing whether the organisation is going to succeed or not. Supporting people through change and providing them with the space and the time to respond to change positively is the key factor.

**T**raditional methods often fail to transform leadership style, fail to build real teams, fail to translate management systems into actions owned by everyone, fail to transform the necessary attitudes and behaviours.

**W**e use tried and tested processes, which we have refined, developed and distilled into a unique combination of Management Development, Psychological and Organisational Consultancy Skills.

**T**ransitional Space Coaching makes the transitions through the stages of Individual, Team and Organisational growth and development smoother and faster, providing the necessary support and impetus to make a real difference to the individual, the team and the organisation.

**I**f you believe that given the right level of support and the right level of challenge your management team and your work force could harness their true potential then Coaching for Organisational Change could well be your route to the successful management of change.

**W**e can work with your on-going change initiatives - restructuring; re-engineering; designing and developing the sustainable organisation. Any initiative which requires a shift in attitudes and behaviours in addition to the actual mechanics of getting it right.

**W**e can work with the Chief Executive and the Executive Management Team to produce a contextual shift in the organisation to a new state that becomes self-sustaining and shows improved performance in all of its activities.

**T**imes of change put great stress and strain on all employees, though it is often managers and executives who take full responsibility for the changes. One-to-one coaching and mentoring is a recognised and powerful way of maximising people's contribution to the change effort.

**T**eam development in times of change can be the deciding factor in whether or not a team is going to be contributing to the organisation's success or to its failure. New ways of team working necessitate new ways of team learning and development.

**I**ndividuals and teams within the organisation all need to be aligned to the goals of the organisation. There are many ways in which the system can be made more effective by attending to the breakdown in communication and information flows across departmental and divisional boundaries.

**F**or change to be successful and self-sustaining there needs to be feedback loops and learning loops installed into the change process at an early stage together with the willingness and openness of those driving the change effort to engage in meaningful inquiry based on valid data.

**D**ealing with the way the organisation responds to change (be it with enthusiasm or resistance, overload or conflict) is a critical predictor of the organisation's overall ability to make effective change stick. It is the grist for the mill of organisational transformation.

**T**ransitional Space uses Coaching as a way of improving someone's work performance by identifying and tackling skills deficiencies, and Mentoring as a way of developing the whole person's capacity to expand their world view and consequently meet and master change more effectively.

**T**ransitional Space uses a unique approach to Team Development through a combination of individual and group interventions that address individual, team & organisational issues in the appropriate forum at the appropriate time.

**W**e devise tailored Management Development solutions in the whole area of Managing Change, with the express purpose of increasing the strategic capability of the organisation. We offer Leadership Skills, Executive Coaching, Interpersonal, Conflict Resolution, Group Dynamics and Systemic Interventions Training.

**A**ll of our Individual and Team Programmes can be transferred, through training and supervision, to internal change agents and others, enabling the client organisation to choose the degree of its self-reliance and inter-dependence on its consultants.

**B**y focusing on the conscious and unconscious processes which block energy and diminish the organisation's effectiveness we constructively confront and re-integrate the organisation's shadow elements. These hold the key to creativity and wholeness, enabling the organisation to operate more fully and transformatively.

**T**hrough the use of individual and team assessments, cultural surveys & 360° feedback programmes we can undertake and determine the most effective way of overcoming barriers to change and work with those key parts of the organisation which can then become the critical mass for transformation.

**A**s change continues and the organisation learns, Transitional Space can provide low key and cost effective interventions, to ensure that the organisation stays on track, guaranteeing that it always has access to the valid data and necessary expertise for any fine tuning.



**T**ransitional Space is a specialist, dedicated consultancy practice offering an Executive Support Service to organisations undergoing change. Our primary aim is the initiation, implementation and facilitation of intentional change by developing individuals, teams and organisations through coaching, team development and change management advice.



**W**e have extensive experience working with a wide range of clients in individual, team and cultural change situations, in private, public and not-for-profit sectors. Transitional Space has devised and implemented numerous projects that have used a range of coaching, team development and organisation interventions as an integral part of the organisation's development.



**P**lease contact us if you would like more information or if you would like to experience our way of working first hand.  
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## **Mike Green BSc, Dip Psych, MBA, FCIPD**

### **Professional Expertise**

Mike is the Managing Director of Transitional Space which has been helping individuals, teams and organisations manage change for over twenty-five years. He is the author of Change Management Masterclass, and co-author of the top-selling book Making Sense of Change Management and Essential Leadership (all published by Kogan Page).



Underpinned by extensive research and based on practical organisational experience they are all guides to the models, tools and techniques of individual, team and organisational change.

Mike is an Economics graduate from the University of Bristol, a qualified psychodynamic psychotherapist and also has an MBA from Henley Business School. His career has spanned finance, HR and management consultancy.

Mike is a Visiting Executive Fellow at Henley Business School tutoring in Leadership and Change, Sustainability, People and Performance and Personal Development on MBA and working on bespoke corporate programmes. He also works extensively in both the public, private and not-for-profit sectors, helping senior and middle managers manage change more effectively.

He has consulted to a number of international financial services companies, IBM and Deutsche Telekom and both central and local government,. He is an expert trainer with his business partner, Leoron Professional Development Institute, delivering accredited training across Africa and the Middle East.

He has also written practitioner guides for middle managers (Emerging Leadership) and top teams (Inside Top Teams) and political leaders (Politicians and Personality). Mike is an accredited Executive Coach.

Mike offers bespoke interventions at an individual, team and organisational level:

- Executive Coaching and Mentoring
- Top Team Development with expert facilitation
- On-going consultancy support and advice in change management
- Action learning methods to tackle individual & organisational challenges

Workshops, Courses and Programmes in:

- The Sustainable Organisation
- Change Management
- Leadership
- Personal Development

Current popular workshops and programmes include:

- Leading Change in Tough Times: Five Ways to Manage Change Better
- Coaching through change
- MBTI suite of workshops: Steps 1 & 2; Getting your Message Across; Type & Change