

As a decision maker you are constantly looking to stay ahead of the curve - remain confident and steadfast, yet nimble enough to adapt, respond and lead change.

We know all about that. In fact, we are the experts. Through our supportive approach we empower businesses to meet, sustain and take advantage of that change.

WE'LL TAKE THE JOURNEY WITH YOU



What is change?

Change is a constant in business.

Customers' needs and expectations always move at an extraordinary rate. Sooner or later the need to evolve, develop and improve affects every organisation.

Change is about doing something differently, in order to stay successful, without losing key strengths, core characteristics and culture. Change that assumes to replicate characteristics from previous experience can be successful, but is more likely to fail or cause damage.

The real key to successful change is its delivery.

Will it work?



Ongoing surveys show that over 70% of companies continue to say that they did not achieve the change they needed – it either didn't work, took too long, cost too much or failed to be sustainable – even though they were promised the world.

However, CDA continues to prove that successful change is always possible when you combine the right tools with the right guidance and support.

When your diary is full and your phone constantly ringing, you don't have the time or resources to lead a change programme on your own – and that is why we exist. We have the passion, means and experience to help you achieve real and tangible results.

You need someone beside you, not in front or behind.

You need a reliable partner. You need someone who will deliver what they promise. You need look no further than CDA.

Who are CDA?

We are Change Delivery Associates, an organisation founded on respect, honesty and trust. We don't cut corners, we don't disappoint and we don't leave you asking why change failed. We really care about your organisation and you can expect the best because we always deliver.

We always ensure that change is:

- Built on partner strengths
- Culturally aligned
- Owned by our partner
- Designed from within
- Kept simple
- Working across all levels
- Successfully transferred
- Always delivered

How do they do it?

Delivering successful change is first and foremost about aligning leadership, helping people understand the reasons and the path for the change and making sure they are actively involved in the process and not just told what to do.

But as most companies who have failed to change can tell you, these are just words. You need someone to help you bring those words to life in a way that is sustainable, simple and effective. For every word – an action.

Ask yourself this:

- *Is handing over your change to a 3rd party going to work?*
- *Has it ever worked before?*
- *Is insurance against not delivering shareholder expectation the right decision?*

We add tangible value by supporting decision makers at all levels with the tools, confidence and know-how needed to realise and deliver their change.

We will ask questions like:

- *Do you have a culture of can-do and change?*
- *Is your leadership aligned?*
- *Are your teams pulling in the same direction?*
- *Do your teams have the capability and capacity?*
- *Do all your teams know their role in delivering for customers?*
- *Does it have an impact on your customers?*
- *Can you do more for your customers for less?*
- *Are your operations aligned and supporting each other?*
- *Do your processes link across your organisation?*
- *Do your IT systems support your processes?*
- *Are your margins being excessively eroded by growing costs?*
- *Is your business performance being affected by your change?*

Any methodology behind it?

We have developed a method and practical system to effectively tackle change. Our approach has a proven record of success and uses an adaptable set of tools and methodologies to support any and all change leaders.

There are 4 main principles to our approach to change and we call them **LEAD CHANGE**

LAUNCH | EDUCATE | AGREE | DELIVER



Are they recognised?

Our tools are IOD approved, many of which are included in the syllabus used to develop leaders in achieving the level of Chartered Director.

Our tools are also 'change industry' standard, which we have simplified and will introduce to you, train you in and hand over to you as part of the natural process of working with you.

What will we get out of this?



You Tell Us.

We are enablers. You may know how the change will look, and what you need to achieve - CDA is about accompanying you on that journey and helping you reach your destination!

We'll make sure you are left with:

- Delivered change
- Confidence for the future
- Tools to deliver ongoing change
- Sustainability
- And manoeuvrability

Our intention is to equip you to deliver your change going forward. Change remains owned in your organisation, which makes business sense and ensures the foundations for future growth and sustainability at every level.

So we'll never feel too far away.





Is this the end of the road?

It's just the beginning.

If you'd like to see or hear more, we'd like to tell you.

Visit www.changedeliveryassociates.com to find out more or to take our free, five minute 'Change Readiness Test' and start planning your journey towards successful change.

You can also reach us on 08456 53 21 53 or partnersupport@changedeliveryassociates.com



We have got to improve how we deliver for our customers.

"CDA provided essential change and programme management skills, training to our senior team and facilitated key workshops that developed a change framework that we are still using today. We are making improved profits. Fixed costs are down £6m from when we started with more to go. I would certainly recommend Change Delivery Associates."



"I would not hesitate to use CDA again. With their support we delivered much more than we thought possible in the time we had available."



"CDA are very commercially focused, but delivered through our people."



We think we know what we need to do.



We need to change.



Now what?

A few of our recent partners:

