

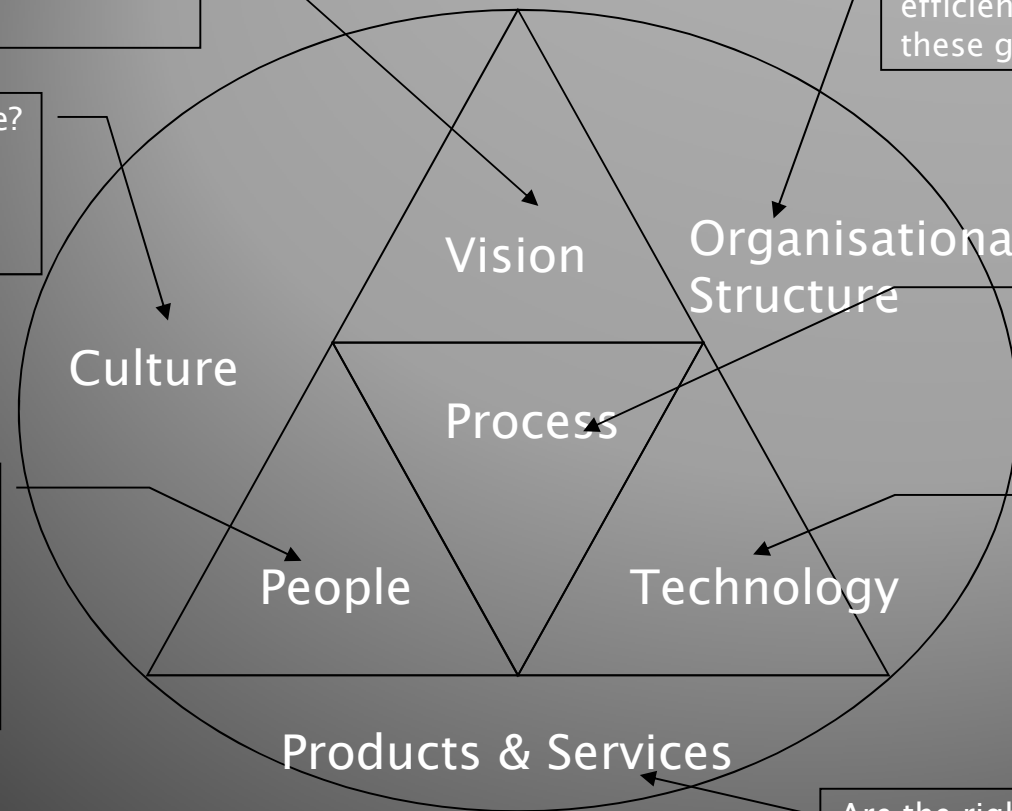
The 7 Levers of Change

Start here:

Where is the organisation trying to go?
Is the roadmap clear?

What is the ideal and most efficient shape to achieve these goals?

Is the culture appropriate?
Does it need to change?
Do you have the right values and beliefs?



Are robust processes and controls in place where it matters?

Are the right people, with the right skills in place? Are the right training, development, appraisal and reward systems in place?

Has investment been made in the most appropriate IT strategy, infrastructure and applications to support the business?

To achieve effective change, it is necessary to pull 5, 6 and sometimes all 7 levers at the same time

Are the right services in place?
Are they growing?
Where are the new ones coming from? What does the market want?