



The Group is a team of very experienced senior consultants, working with clients as guides, facilitators, project and program leads, recovery specialists and supports.

We 'get' scale, so we typically work with large organisations or distributed organisations; but we enjoy smaller SMEs just as much. We comfortably slide between large public companies, government owned corporations and government.

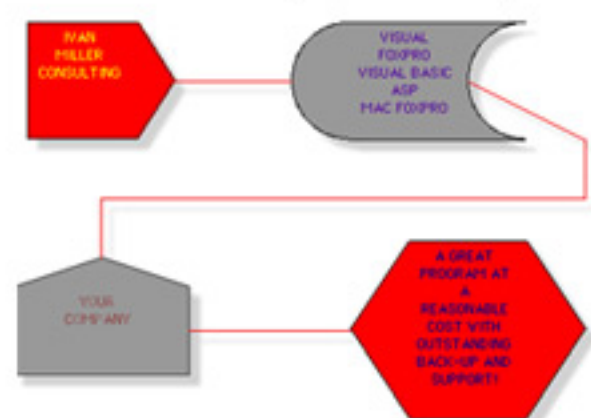
We understand organisations from both a soft cultural or relationships view and a hard skeletal and structures view. We blend the two. We work at leader levels, respecting the politics of influencing change be getting engaged about it, and in it. We work with both the formal and informal arms of your organisation.

We respect rational views and opinion, knowing that we must also respect and work with patterns, emerging themes, disorder and intractable issues. We like that.

We partner others when we're out of our depth.

Other ideas:

- We're process consultants, not industry specialists – we design steps to find & implement solutions that fit your business context
- We help implement, rather than simply provide models or direction
- We stay the course until benefits are realised and delivered by your managers and leaders
- We help leaders learn by doing business improvement - action learning, rather than class-room instilling
- Our pedigree is from corporate business strategy work and from large scale business change assignments where we tackled governance level and operational level change issues, always with an eye to retaining staff as 'enthusiasts'
- We're used to partnering large systems integrators
- We're very comfortable around culture, people issues, patterns and sense-making, tinkering to find change possibilities, rather than around tidy, a-political, rational or known solutions



- We usually start at the executive level
- It's common for us to be asked to recover a large change
- We like working beside leaders and your staff, leading and stepping back, coaching, leading and stepping back...
- We explicitly contract to share what we know and to help your project staff learn, on the fly

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DCG team members source inputs, frameworks and ideas from some favoured sources and people. They have helped us and continue to do so now.

They might be helpful to you too, where you share some of our practices and principles, about how to help organisations move, in favourable ways.

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