

intaconsult

What we do and how we do it

At Intaconsult, we work with you to manage all the dimensions of change and understand the challenges from a business point of view. What's special is our ability to deliver the people dimension.

It's an area where success stories can be hard to find. Even after decades of change, research into why change projects fail consistently cites lack of attention to the people.

Of course, it isn't always easy.

For example, you can't change the skills profile of an organisation overnight, or the culture. And results may seem difficult to quantify.

As a result, change leaders typically lead with the business and technical change, and plan to pick up the people issues afterwards, if at all.

Except by then it's too late

Research shows that once the organisational culture has been damaged, it probably won't recover.

And incidentally, it's the same with customers. Once they've gone, they probably won't come back. At Intaconsult, we develop the people strategy in parallel with the business and technical strategy, and maintain this high level of integration throughout.

We also integrate change management, HR and communications, so that there are no mixed messages, no gaps, no reasons to be sceptical. All the dimensions of change are perceived as timely, relevant and congruent. People are clear about what's happening, what needs to change, what they have to achieve, and what this means personally in terms of roles, responsibilities and rewards.

Working in **perfect harmony** to transform your business

Working with you

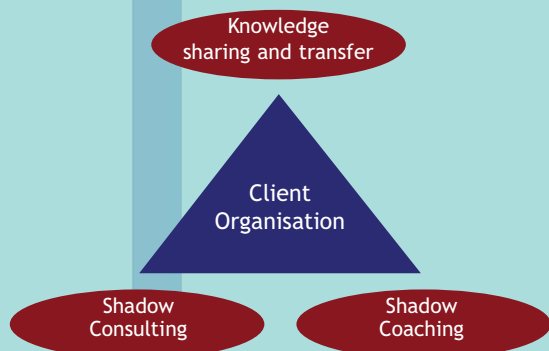
It's your organisation, so we don't try to make your decisions for you. Our approach is to work in partnership with you to achieve lasting, long-term results.

As a part of the Intaconsult offering we transfer skills to your team members and through shadow consulting, shadow coaching and knowledge sharing we help to develop potential within your community - shown in the model below.

This ethos means that we never outstay our welcome and would never take advantage of our relationships.

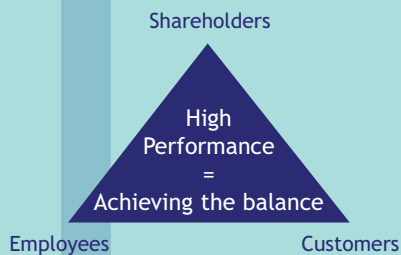
As we are genuinely interested in you and your businesses our goal is to develop ongoing business relationships where you recognise us as your preferred business advisors.

With this approach we will hopefully be invited back when you next have an appropriate need.



Orchestrating change

We believe that high performance organisations are those that are able to find and maintain a balance between the requirements of their shareholders, customers, employees - shown in the model below.



Working in Partnership

At Intaconsult, we work within the business with business leaders, HR Directors, Change Leaders and all those involved in managing change to understand the implications of change in all the dimensions of the business, and to maintain the balance throughout.

'I have used Intaconsult on many occasions as they are always focussed and effective'.

Nathalie Emaile-Leotard, European HR Director, Cardinal Health Europe

Business Model

The business model is designed to provide you with a high quality and highly qualified resource or set of resources that is absolutely right for you and the challenge facing you by building solutions and teams with you that are tailored to meet specific needs.

We work with individuals and teams to ensure that you own both the problems and solutions and do not come to rely on consultancy support.

To support this model we have a strong and diverse talent pool of consultants known personally to us from which we can draw to build best response the individual requirements. The majority of the members of the talent pool have previous 'big six' consultancy experience, whilst the remainder have proven individual and specific expertise in their chosen market sector.

We work mainly through recommendation and unobtrusive networking, building long lasting relationships with you.

We deliver to the highest quality standard whilst working with you to deliver value for money.

