

nucleus of change

Empowering people for a sustainable change

TESTIMONIAL CLIENT

"Helpful to make us think and to prepare for the future, equipping ourselves with tools that help us survive a very difficult period. Very well structured and delivered with the capacity of creating bonding in a group which was not convinced about the benefit of the workshop at the outset. I am very thankful that Francine has provided us with an opportunity to get together and to reflect on the changes we are experiencing whilst appreciating the theory of change and motivation."
HR manager

"Session helped me to face up to what the real situation was and gave me ideas on how to handle it"
» HR officer

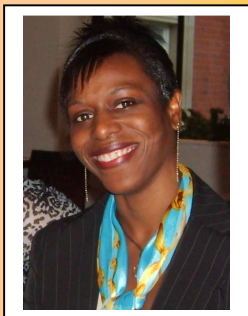
"The workshop altogether was very useful to understand the changes necessary for a firm to become successful" Deputy MD

"Very useful seminar with good tools for development" Manager

"A very useful seminar which will be of enormous value to myself, my colleagues and the Bank." Deputy MD

"Good job as very difficult task given unique and very difficult situation we find ourselves in".
Manager

To contact us please call
07 8969 32302 or email
Francine@nucleusofchange.com



Change leadership training for Senior managers Bank in the City of London

The challenge

The organisation was a very successful company. In 2007 the profit earned before any profits from property sales was €46.7m in line with that achieved in 2006 for €47.4m. In 2008 the organisation was faced by very difficult circumstances which has resulted in reducing their operational staff from 80 to 35 staff in London.

As a result of all these drastic & sudden changes, the morale of the existing staff was at its lowest point and this has been worsened after additional unfortunate events in 2009 and a second wave of redundancies. There was an increased uncertainty for the future at the bank and how long they will be able to survive under these tough circumstances.

Approach used / Solution

To help the senior management team to navigate these tough times more smoothly and keep the staff engaged, an unprecedented action has been initiated by the HR department to seek the assistance of an external consultant. Nucleus of change has been contacted to help the senior management team to acquire the tools to deal effectively with the transition.

In order to have a better understanding of the challenges faced by the bank and propose the best solution, interviews were conducted individually with six senior managers. The main challenges were identified and taken into account all the constraints a 1-day customised change leadership workshop has been designed and delivered to 7 senior managers. The objectives were to :

- Encourage sincere and open group discussion between senior managers about the current issues
- Explore the range of possible solutions to lift the morale in the Bank
- Generate creative ideas to prepare for the future and continue the conversation with the wider team and keep the staff more engaged after the training using the tools and techniques learned.

This workshop was the first of its kind ever realised in the bank. It was highly interactive with the use of various medias to accommodate different ways of learning with:

- Introduction of concepts, methodologies & tools
- Use of examples and case studies
- Applying information by reflecting on their challenges and using role play and small group work

Benefits

- The workshop has enabled a sincere and open dialog, created a stronger bonding between senior managers: they shared concerns they wouldn't have done otherwise
- Understanding of the motivation drivers and the levers used to engage the staff: many innovative non financial ideas were generated to lift the morale of the employees
- Acquisition of tools and techniques useful to use in daily life personally and professionally
- Good understanding of the process of personal and organisational change
- Identification of own leadership style and the most appropriate style to use during the phases of change (Please read the testimonials for what the participants have to say)

Nucleus of change is a change leadership consultancy that provides services to individuals, start ups, small business owners and bigger organisations during transitions. Nucleus of change helps clients to move through different stages of transitions smoothly and to adapt to new environments with optimum performance.

Francine Beleyi, the founder of Nucleus of change, is bilingual French/English with international experience in Europe, Africa and UK. She has more than 13 years of versatile business experience across various industries, and in private coaching. Her qualifications include a Master's degree in organisational consulting and change management, training in Energy Diamond profiling, & Psychology. She is a member of CIPD and member of the Executive Committee of EPWN London. She is also a facilitator and a speaker.

Nucleus of Change is based in London (UK) but provides services globally in the UK, France, African countries and other part of the world.

To contact us please call **+44 (0)7 8969 32302** or email Francine@nucleusofchange.com