"Any business is a managed cluster of integrated supply chains (or functions), comprised of groups of semi-autonomous and independent agents that interact and relate in unpredictable ways to meet their own needs. This creates system-wide, emergent, patterns of interaction, across supply chains and sectors, that once they have emerged, gel into semi-predictable patterns called the business culture. These patterns, over time, reinforce the existing and future behavior of the agents in the system, oftentimes; constraining change at the very time commercial or competitive pressure requires it. In this way, our business cultures can become part of an organizational sub-conscious, that is self-defeating or limiting when change is needed. Alternatively, since every system contains within it the seeds of its own redemption, our business culture is the very platform we need to change gear, change direction, and accelerate into a new opportunity."

The 'Business Transformation Cycle', has been designed specifically, over more than 20 years of practical application, to;

a. Diagnose (Culture Cycle tools)
b. Design (Use of business challenge to effect change)
c. Intervene (To identify root cause)
d. Evaluate (Use of performance metrics and Hoshin Kanri)

Our interventions have been designed to change the way we work together through the way we work together. Implementation, whether it be of strategic enterprise wide change, or a specific project (or its recovery), must create sustainable change for the deliverable to justify the financial case that authorised it. Our interventions are designed to optimise results using, professional input, managerial action and 'Culture Cycle" evolution.

(Mike Vernon)

Research Shows

Companies rated by their employees as being in the top quartile in openness of communication delivered an average total shareholder return of 7.9% over a recent 10-year period, compared with 2.1% at companies in other quartiles, according to the Corporate Executive Board. Among 7 key indicators that the organization tracks in more than 130 companies worldwide, the one most strongly correlated with 10-year returns is employees' comfort in speaking up, even when

they have negative things to say.

(Harvard Business Review)