

Advisory & Consulting Boutique



Cultivating collaborative, good business mindsets through OD advisory & consulting!

“ADVISORY & CONSULTING SERVICES”

We are an organization that facilitates effective knowledge transfer to improve plans, processes, people and performance in organizations.

OD – Organization Development

MISSION

Helping individuals, work groups, organizations and communities solve their own problems and create their own futures.

Guiding Principles

- Whole System Thinking
- Co-creation of possibilities
- Emergent Action Learning
- Client-centrism
- Generative Dialogue
- Data-driven interventions

Cultivating collaborative, good business mindsets through OD advisory & consulting!

About COLD 'Advisory & Consulting Services'

COLD ("Advisory & Consulting Services") is an international mission-critical, values-driven, multi-sectoral, and client-centred OD & Change consulting boutique firm involved in facilitating whole system insights, interventions and innovations.

COLD OD & Change advisory & consulting activities are aimed at continuously enhancing plans, processes, people and performance in organizations. COLD makes use of data-driven, stakeholder-centred and systems-based approach in leading sustainable strategic change activities with clients and client systems.

COLD's globally intelligent OD Consultants are drawn from Organization Leadership and Development Network (OLDN), Affiliating Organizations, and other Strategic Partners. The Consultants are dedicated to combining conceptual/theoretical tools, applied tools and practitioner expertise into pragmatic approaches that can help to improve the effectiveness and health of work groups and organizations.

In helping individuals, work-groups and organizations develop & implement sustainable strategic change interventions, COLD consultants engage in the following whole system approaches:

- **Collaborative Assessment, Feedback & Diagnosis**
- **OD & Change Learning & Development**
- **Organization Capacity Development**
- **Performance Improvement & Value Creation**
- **Transformational Change & Development**
- **Strategy, Design & Action Planning**
- **Organization Alignment & Re-alignment**
- **Continous Development of People**
- **Organization Design & Re-design**
- **Governance, Business Systems & Processes Analysis**
- **Enterprise-wide Risk Management**

Partner with us in developing sustainability-informed, 21st Century approaches that make good business sense!

Mahalo,
Justine Chinoperekweyi, Ph.D., COLDC, RODP
CEO

Email: info@centreold.com

GUIDING THEMES & DESCRIPTIONS

Collaborative Assessment, Feedback & Diagnosis

Areas of Focus

1. Support in diagnosing enterprise challenges, design and facilitate cultural & change interventions, to drive the organization's strategic intent
2. Help client and client system effect sustainable organizational change by conducting cultural assessments, developing comprehensive strategic diversity action plans, and facilitating compelling and interactive OD & Change workshops
3. Delivering effective assessment and development interventions for clients and client systems
4. 360-degree feedback questionnaires and many more conceptual & applied tools to improve organizations' plans, processes, people and performance.



Continuous Development of People

Areas of Focus

1. Help in establishing an organization-wide leadership development framework/strategy and high-potential talent development approaches
2. Facilitating Competency Modelling and Leadership Assessment
3. Facilitating engagement analysis and exploratory discussions, including surveys, focus groups and needs assessments to develop employee experience action plans in partnership with key stakeholders
4. Facilitate the construction of an impactful Talent Review and Succession Planning strategy
5. Helping and organization's HR Business Partner facilitate Leadership & Management Development programs
6. Support executive coaching, global strategic planning and change leadership
7. Help develop, facilitate and evaluate blended interventions & conduct coaching conversations to build a strong leadership pipeline resulting in organizational sustainability
8. Facilitate alignment of HR interventions to strategic organization and business priorities
9. Help HR Business Partners lead the Career Progression and Development of group-wide intervention
10. Co-construct frameworks to build the talent pipeline across levels
11. Support HR Business Partners and senior leaders in Strategic workforce planning
12. Facilitate OD & Change curriculum development and review processes



OD & Change Learning & Development

Areas of Focus

1. Help in building and driving the digital learning culture across the client system
2. Co-create and institutionalize national and global L&D strategies & capability building measures to drive client's strategic imperatives
3. Co-create Learning & Development strategy to drive strategic imperatives including change and expansion initiatives
4. Help in the diagnosis of development needs and facilitate execution of a comprehensive development strategy
5. Support in the implementation of various professional learning methods company-wide (e.g coaching, job-shadowing, online training)
6. Help HR Business Partners develop their team members through career pathing
7. Facilitate in developing learning organizations



Performance Improvement & Value Creation

Areas of Focus

1. Help in embedding an organization's mission, vision and values into its performance and value creation approaches
2. Facilitate the integration of business and humanistic values in performance reporting and value creation activities
3. Analyzes employee data including key metrics in order to help in the design and implementation of learning and capability interventions
4. Help in developing and managing client programs to improve engagement, such as employee recognition programs, wellness programs, and other activities aimed at creating a positive workplace environment
5. Help in developing high performance team architecture
6. Facilitate the development and implementation of Organization Effectiveness Initiatives
7. Conduct action-oriented research, equipped with competencies and emerging knowledge necessary to formulate grounded recommendations for strengthening teams or organizations



Organization Capacity Development

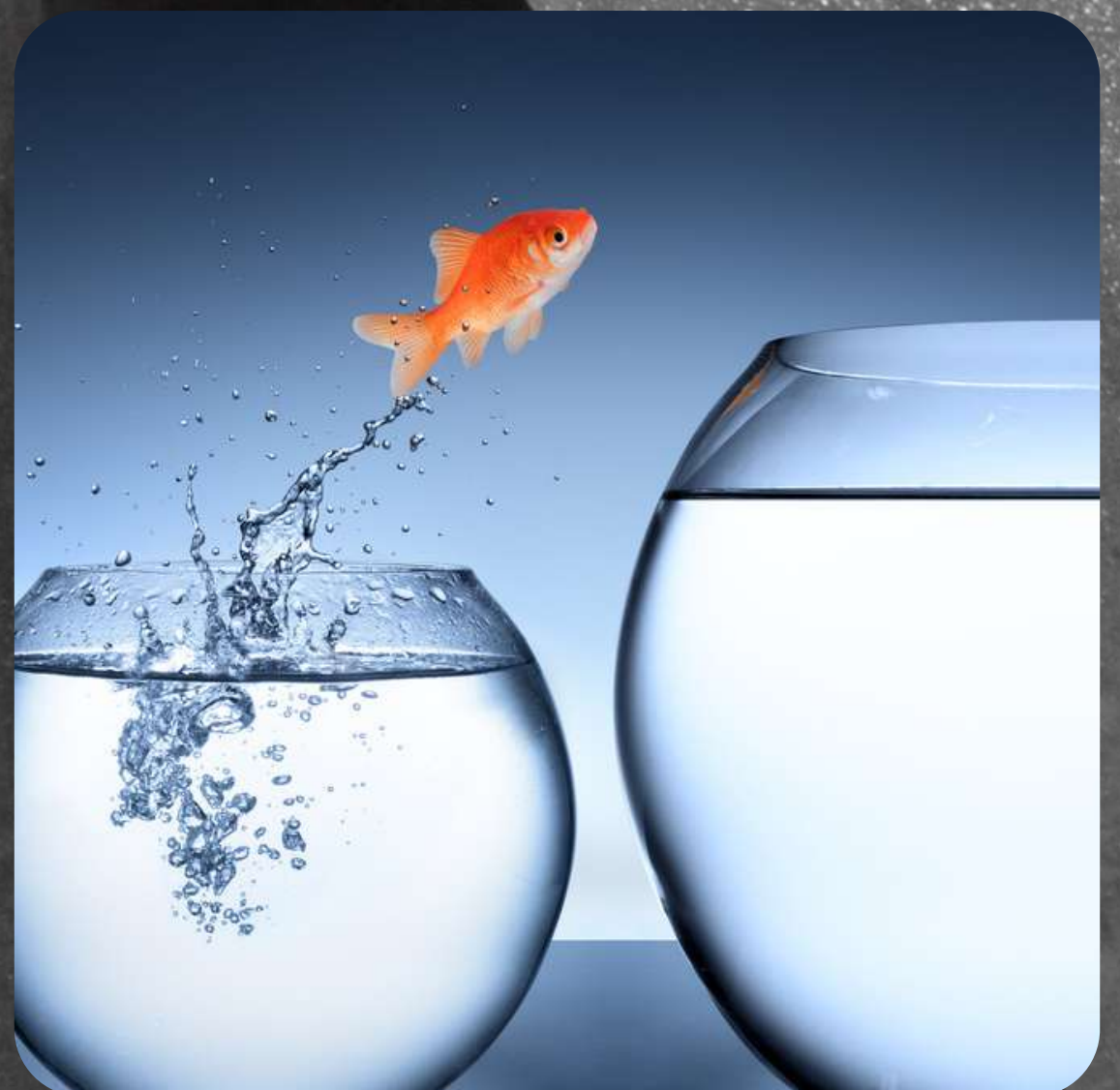
Areas of Focus

1. Conducts organizational and capability needs analyses, and co-designs proposed solutions through targeted learning, change and OD strategies
2. Facilitate Institutional systems strengthening including development and review of critical institutional documents - Institutional Capacity Strengthening Plans (ICSP).
3. Help client in conducting Organizational Capacity Assessment (OCA) and Feasibility assessments
4. Supports partners in the development and review of key organization development and sustainability documents like Strategic plans, Governance Charter, Finance manual, Operating Procedures, Human Resource management manual, and Constitutions
5. Facilitates customized client training and continuous people development workshops
6. Help in planning, implementing and evaluating the capacity development process

Transformational Change & Development

Areas of Focus

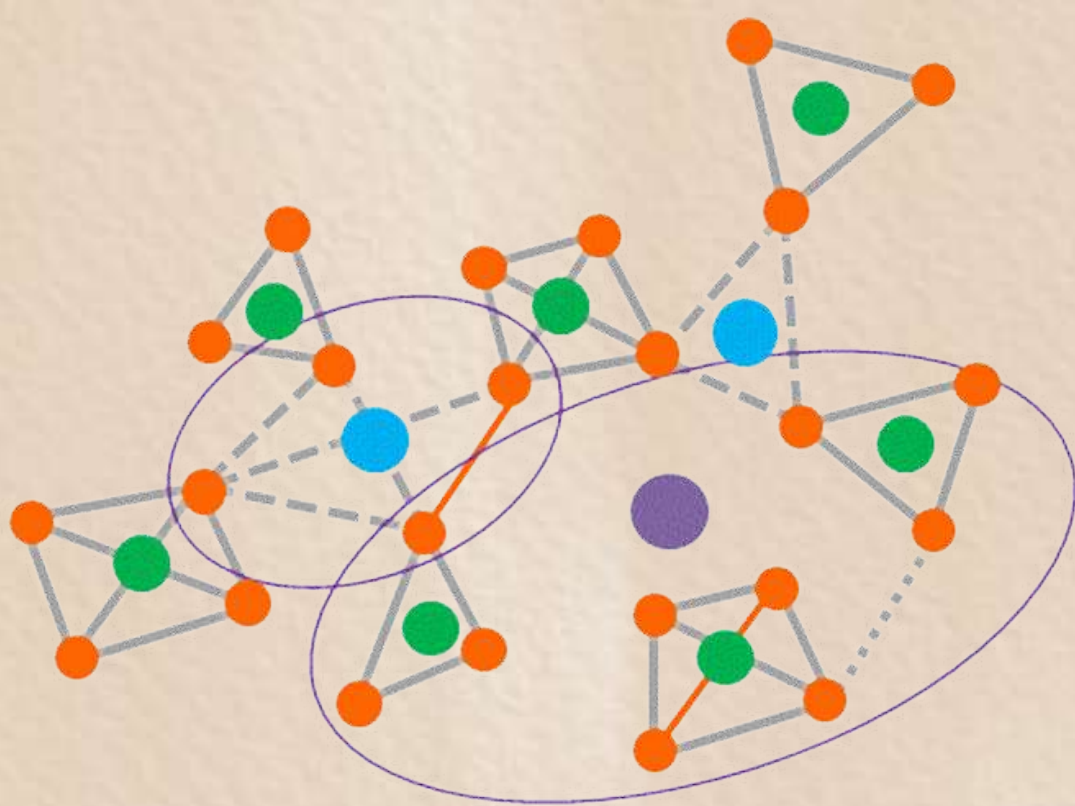
1. Helping leaders and teams turn purpose and strategy into action and performance
2. Group facilitation - facilitate group strategy sessions with functional leadership teams in areas of strategic planning, team effectiveness, change management, process improvement, and after-action reviews
3. Conduct C-level consultation for comprehensive organizational effectiveness and development
4. Facilitate culture transformation activities
5. Help in designing new ways of working and motivating individual members through the change journey
6. Combining data from multiple disciplines to design top-performing and inclusive workplaces to deliver organization strategy, increased productivity, engagement, and adoption
7. Facilitate implementation of strategies that promote self-reflection, new learning and increased awareness of a person's impact on others



Adaptive Strategy, Design & Action Planning

Areas of Focus

1. Facilitate the Business or OD Process Design activities
2. Facilitate complexity analysis, decision forensics, strategy formulation and organizational design to strengthen competitive posture
3. Help in improving strategic and operational performance through developing clients' strategic plans, aligning organizational systems and structures, facilitating team building, culture change and senior executive development
4. Help in designing and implementing new operating models and structures for organizations and/or the changes to new ways of working or new systems needing to increase productivity or eliminate inefficiency



Organization Alignment & Re-alignment

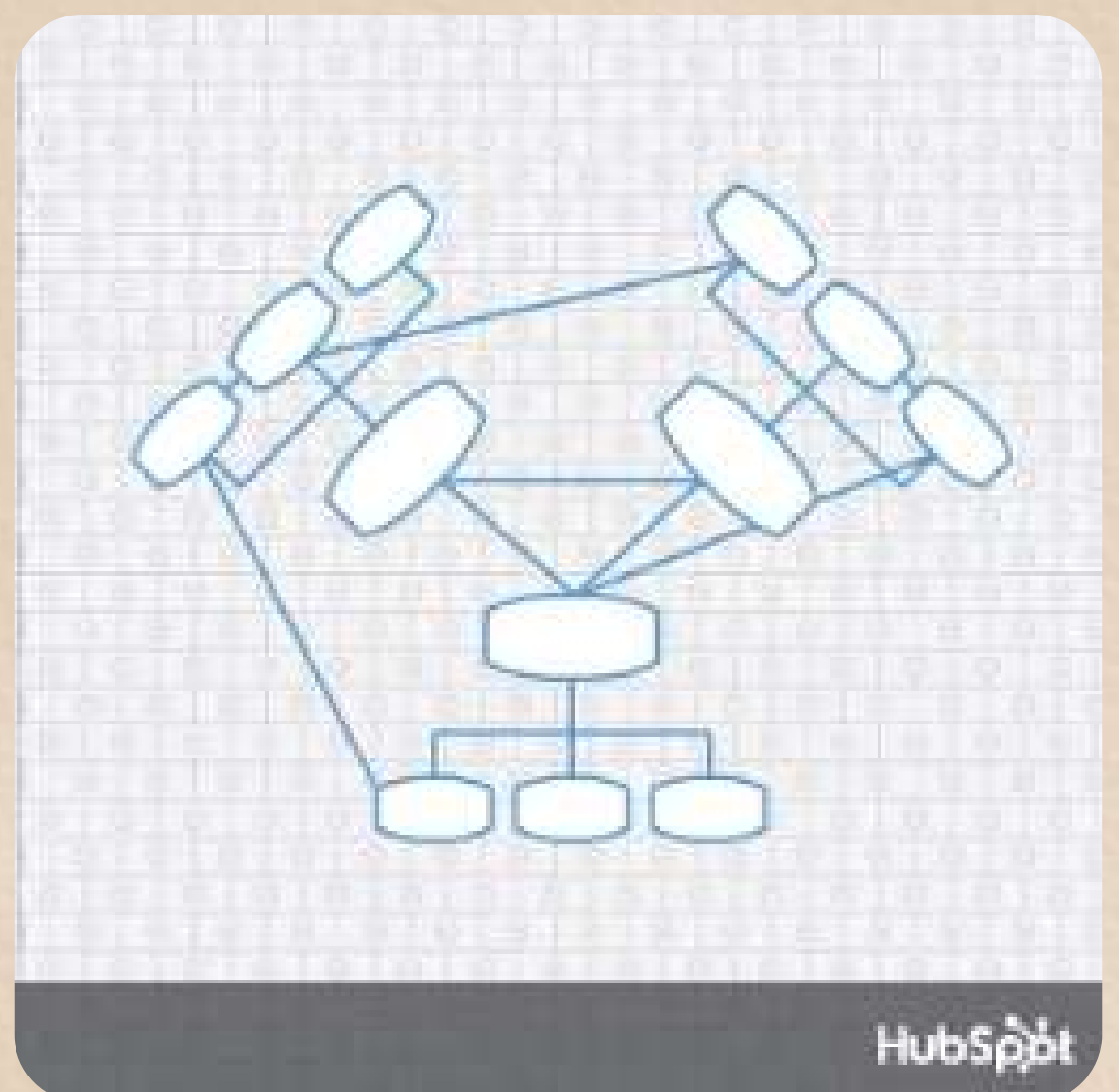
Areas of Focus

1. Helping work groups and teams in continually shifting people mental and emotional frameworks and aligning such to the dynamic internal and external environment
2. Facilitate complexity analysis and systemic optimization in response to emerging trends
3. Aligning fragmented, sometimes competing functions (silos) into a unified call to action to manage risk proactively and remove non-value-added costs, especially the untapped value and systemic waste concealed between functions

Organization Design & Re-design

Areas of Focus

1. Help organizations reinvent their culture, structures and practices to thrive in a more volatile, complex, uncertain and ambiguous context with transparency, purpose and a modern organization design
2. Facilitate strategic visioning and organization redesign from traditional to contemporary approaches
3. Help in aligning fragmented, sometimes competing functions (silos) into a unified call to action to manage risk proactively and remove non-value-added costs, especially the untapped value and systemic waste concealed between functions





Governance, Business Systems & Processes Analysis

Areas of Focus

1. Facilitate governance and policy setting in line with emerging trends and based on the blending of rules-based and principles-based approaches
2. Help in developing Best Practice for operating Boards and Committees
3. Facilitate Board advisory and stakeholder management
4. Help in developing business continuity plan, implementing risk and cost mitigation measures for business sustenance
5. Helping clients and client systems understand new business/changes in existing business, analysing impact thereof on financials and suggesting improvements; optimizing utilisation of capital
6. Help in developing the organization (operating model, governance, workforce plan and operating costs)
7. Help in reviewing the operating model and organization structure in response to emerging trends
8. Facilitate Business Process Improvements



Enterprise-wide Risk Management

Areas of Focus

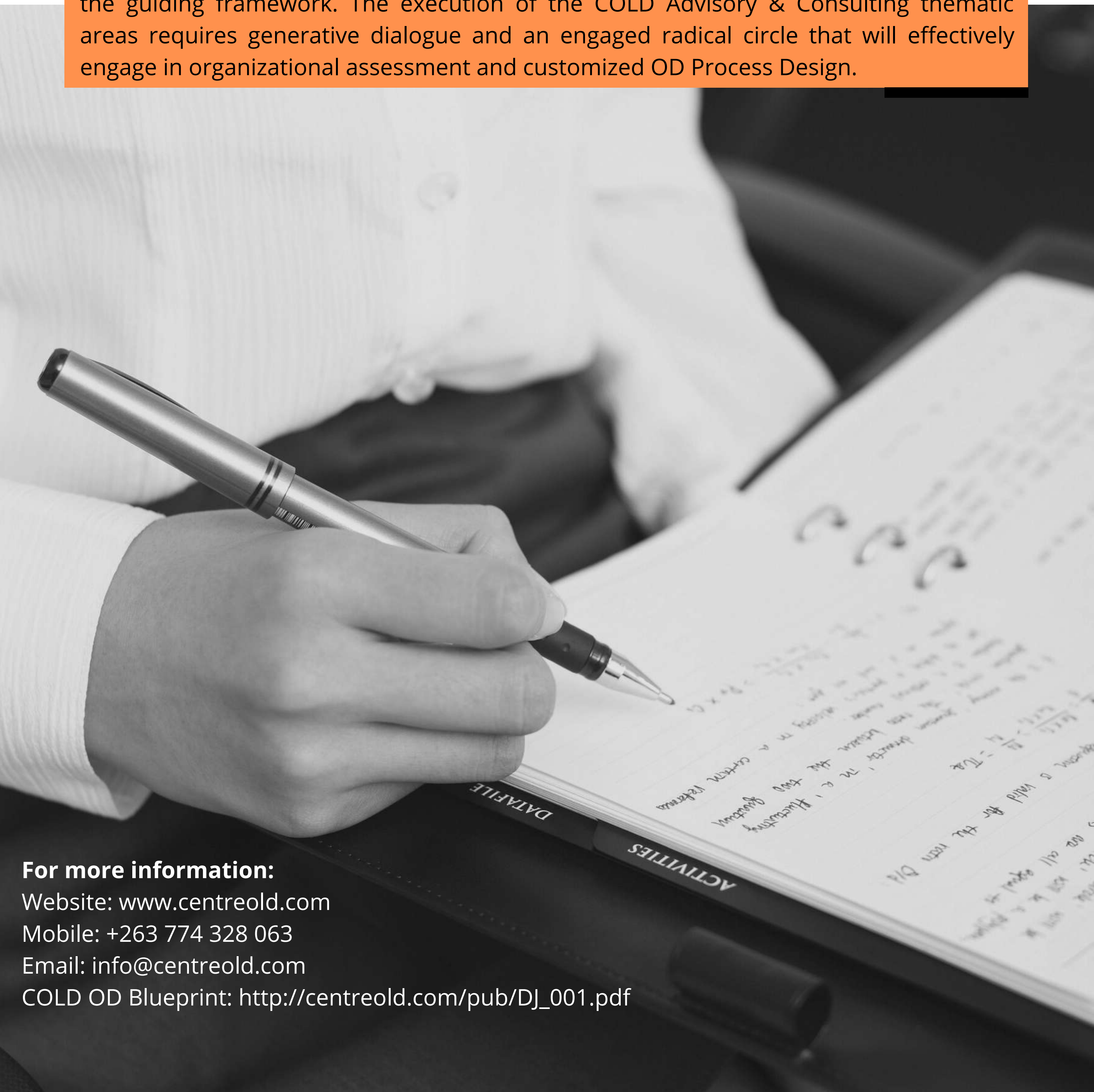
1. Co-create and implement vision for the company-wide Compliance and Enterprise Risk programs,
2. Help design and redesign and execution of industry-leading compliance and risk management framework, processes and systems
3. Help design and implement leading governance structures for the company, including presentations and data analytics to Executive Committees and the Board
4. Support in enhancing the risk culture of the client system and effectively embedded Compliance within the company's day to day processes
5. Help in the design and creation of management reporting to highlight top risks and enable holistic view of the cross-functional risk remediation plan within set timeframes
6. Facilitate coordination, development and execution of the ERM and operational risk frameworks to create a comprehensive, integrated view of risk across the organization.



The COLD Advisory & Consulting framework is premised on the Process Consultation and Emergent Approach to OD. COLD considers OD as a business strategy for leading sustainable strategic change, facilitating continuous improvement and improving the human condition. The focus areas highlighted for the COLD Advisory and Consulting framework will be supported by an eclectic mix of conceptual and applied tools. In view of COLD's 21st Century orientation, the tools are selected based on the key pillars of OD: Action Research, Organization Learning, Whole System Thinking, Stakeholder Engagement, and Behavioural Science knowledge. The fundamental approach to the COLD Advisory and Consulting model is that of helping clients solve their own problems and create their own futures. COLD will rely on the pool of scholars and professionals on the OLDN community for cross-collaborations.

The Advisory & Consulting Approach

The dynamic COLD Advisory & Consulting activities are premised on Action Research as the guiding framework. The execution of the COLD Advisory & Consulting thematic areas requires generative dialogue and an engaged radical circle that will effectively engage in organizational assessment and customized OD Process Design.



For more information:

Website: www.centreold.com

Mobile: +263 774 328 063

Email: info@centreold.com

COLD OD Blueprint: http://centreold.com/pub/DJ_001.pdf