

Every business faces continuous challenge and challenge rarely takes a day off. So where do you find the answer to that challenge? At deWinton-Williams we believe you already employ the answer – otherwise you are hiring the wrong people.

So you have a choice – do you pay for a management consultancy to conduct a root and branch review of your business and submit proposals for change implementation? Proposals that incidentally will cost significantly more to implement than the original review. Or do you harness the wisdom from within?

Our advice would be to start with the latter. In our experience, most business challenges require common sense and a commitment to deliver far more than they need collateral analysis. Business research has shown that if you ask ‘why are we doing this and how can we do it better’ the answer can often be found to reside with the people living with the problem. So how can we help you, help yourself?

deWinton-Williams facilitators understand business and the challenges you face. We all run our own business. We work with various types of teams from executive, to departmental, and out to regional – always focusing on a defined business issue and working towards a change strategy. We ensure that, by the end of the session, you and your team:

- Fully understand the problem and its commercial implications
- Have looked at the issue from different perspectives
- Have worked through various solutions
- Have identified the common sense solution
- Have identified both the expected challenges and their appropriate responses
- Have a clear action plan – simple, focused and time-bound (not a list of a hundred wishes!)

Sometimes within our strategy projects we include team building, team profiling, research and advice – the service is built to fit your needs and deliver the results you want.

The following are some of the strategy projects we have delivered in the past:

- Driving a shift to client-led service in a major insurance business
- Establishing cross-jurisdictional collaboration in a UK top 20 law firm
- Partner away days (professional services)
- Practice group strategy days
- Focusing a new executive team on driving a new business culture
- Creating a growth vision and plan for a recently acquired business team
- Creating a people plan for a merger integration team
- Defining a collaboration strategy for a geographically split team
- Creating cohesion in a formerly conflict-split team
- Shifting a HR team from reactive to consultative

Our consultants blend psychology, business experience and, our clients tell us, common sense with creative session-design to take your colleagues out of the problem and into thinking about the solution. Our team is a mix of psychologists, former board level execs, business coaches and lawyers. Between us we create the environment to unlock your team’s thinking. If you believe the solution to your issue lies within your team we firmly believe we can help.

Contact us through the contact page on our website or call us on +44 (0) 207 372 4997