

### ***MNCG's Change Methodology***

When you have decided that something important needs to change in the way you are doing business, MNCG can help you engage your organization in the strategic thinking and action required to create rapid sustainable and profitable change.

Our change methodology is rooted in the belief that people support what they help create. We aim to create authentic employee engagement opportunities to capture the creativity generated by open communication between individuals with diverse experiences.

This methodology relies on the power of teams to create the best solutions in the shortest times. We know how to build and lead diverse teams and make them highly effective very quickly.

We adapt our change methodology to your organization's specific needs, constraints and opportunities. Our collaborative approach with clients creates shared responsibility for change. We make our methods their own, giving them the tools they need to manage future change themselves.

#### ***Change Ready Characteristics***

- Leaders act like Entrepreneurs not Bureaucrats.
- Employees understand business drivers and can adapt to new situations.
- Cultures encourage desired change behaviors such as risk taking, trust, teamwork, innovation, flexibility, learning, speed, and open communication.



### **Coach for Change**

Coaching is used to prepare leaders and change teams. We coach leaders to pay as much attention to the political and emotional aspects of change as to the rational aspects.

We help create conscientious change leaders who are aware of their own assumptions – and their impact on others – so they can help others increase their self-awareness. Finally, our coaching helps teams and leaders consider the big picture and clearly communicate their vision of success.