

Growth noit svonnI

What is 'Learning to Transform'™?

Since you are reading this document, you will already have decided that to succeed with the opportunities and challenges that you or your organisation face you need a 'new way'. At **Pentacle** we can ensure that you learn novel but proven approaches, apply them and benefit from them. We call this **Learning to Transform**™.

Why do I need Learning to Transform™?

No problem can be solved from the **same** consciousness. that created it.... **Albert Einstein**



As an analogy, imagine yourself in the old pioneering days on the East coast wishing to go into the dangerous but promising wild West. Inspirational speeches from people who've been there fire you up for the journey. Traditional consultancy draws you a map of how to get there, after which you're on your own. Traditional business/management development explains the theory behind 'circling the wagons', suggests you get hold of the tools everyone else uses, such as a rifle, and find out how to shoot it.

With **Learning to Transform**™ we first **provoke** you, checking that you really need to go West...together we explore other solutions. We then **inspire** you to get up the energy and motivation for the tough journey. Together we work out the best route and establish all the human skills, tools and frameworks you might need. We've invented a whole set of additional tools specifically for fast-changing, dangerous and complex environments that we know will come in handy. We help you **learn** these. We **facilitate** as you put them into practice through a real business growth project and **enable** you to use them by finally, if you wish, coming on the actual journey (virtually) with you - right to the end!



Are there any alternatives?
Not that we know of.

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OUR AIM IS TO BREAK THE 'DEPENDENCY' CULTURE OF CONSULTING AND LEAVE THE LEARNING AND VALUE WITH YOU!

How does it work?

We will work with you through five phases. The next page has a table explaining exactly what happens at each stage and what our commitment and your commitment has to be.

We suggest the same five phases whether you are interested in a pre-dinner speech, personal coaching, a training/development programme or a complete organisational turn-around.

Who else has used Learning to Transform™?

Some of our high profile success stories have been written up. You can find details at:

http://www.pentacle.co.uk/clients_selection.htm

We have also published most of our set of additional tools and techniques. You can read more at:

http://www.pentacle.co.uk/new_world_business_approach.htm

If you are a particularly cautious person we should be able to arrange for you to speak with one of our previous clients for reassurance and an explanation of your contribution.

What things do I have to worry about?

Stakeholder Engagement & Buy-In in Your Organisation

You will need to ensure that you have engaged 3 groups of stakeholders: The sponsorship group - whose 'blessing' you need, the participant population - whose contribution and effort you will need, and finally the support population who will drive the project forward. We help you avoid internal or political barriers to success.

The Business Benefits Case

You will need to think through and list the tangible and intangible business benefits which will be achieved. It may be difficult to complete this task right at the start. We can help you to identify the benefits and provide typical statistics to support the case.



What happens during Learning to Transform™?

	①	②	③	④	⑤
	ENGAGE	DIAGNOSE	DESIGN	IMPLEMENT	EMBED
What does this give us?	A great working relationship	Clarity on what to change & who has to change	A plan of how to make it happen	Improved hearts, minds and hands	Financial benefits Better personal habits New emerging culture
Light Touch typically:	Phone conversation	Review of your specification Phone Interviews On-line HealthChecks	Inspirational, Educational, Provoking Presentation or Course	Presentation Pre-dinner Speech Workshop or Course	Progress Review meeting Workshop or Conference Support Materials and Aide memoirs
Full Works typically:	Phone conversation or Meeting Site visit	Review of your objectives Phone or face-to-face interviews HealthChecks Customised Assessment Structural Root-causes & Vicious cycles BubbleDiagram™/Gap Leap™ Workshop Psychometric Testing	Establishing the audiences e.g. Managers Exec Board Identifying and setting up Business Growth Projects Developing the personnel Preparation of secure webspace for learning and sharing	Modular learning workshops or courses Phone or face to face Coaching & Cajoling PETs (Performance enhancement tools) Interactive learning games Selection of new team members	PETs (Performance Enhancement Tools) Phone or face to face Coaching & Cajoling

What if I don't want the whole package?

What do you mean you don't want the whole package? Are you committed to transformation or not? :-). The value of LearningToTransform comes from making things happen, for this there are no short cuts!



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Have you established a good business case or not?

The only choice you have to make is between the Lite-touch or Full list as appropriate. For example, with a fixed audience, you may wish to start with a phone briefing, use a healthcheck, leave us to design a specific event and act to embed new ideas. We will work with you proposing what we have seen work in the past and do our very best to ensure you get as much value from it as possible.

How much will it cost?

The initial briefing of up to one hour of Phase ① is at no cost to you. However, unfortunately after this we have to start the meter. The costs of the remaining phases are very dependent on the complexity of the situation and the size of the audience. During Phase ① we should be able to give you some 'ballpark' costs which can and will be firmed up as we proceed. From this we will agree a period for the project and a monthly retainer. Once fully detailed costs are available in Phase ③ - design - we will adjust the monthly payment accordingly for phases ③, ④ and ⑤. We will not bill you for resources or costs not incurred so often you will be pleasantly surprised.

We charge all 'bought in' items, e.g. hotels, and photocopying at cost, occasionally charging for administration.

How do I know I can rely on you?

Have a look at a selection of the personal testimonials we received at our 10 year celebration
http://www.pentacle.co.uk/ClientCases/n_js_01.htm

What next?

Please contact Susan Ross on +44 (0) 1494 678 555 or
Susan_Ross@PentacleTheVBS.com to arrange how we progress.

We look forward to working with you.