



On Court Performance On the Line

SUMMER
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Ensuring Delivery

Financial firms face immense challenges in the current business environment in delivering technology driven change. Challenges currently come in a number of ways:

- Markets are undergoing unprecedented structural change and ever increasing regulation.
- Increasing pressure on costs and on-going demand to deliver more with less.
- Aligning business strategy with technology deliverables continues to present challenges.
- Attracting top talent presents greater difficulties with the attractions of different cultural environments at technology firms and smaller, nimble financial firms.
- The increased uncertainty and doubt are fundamental inhibitors to high performance.



The Holistic Approach

- Ensures programme delivery
- Clear communication of change vision
- Highly engaged and cohesive teams
- Clear management of plan
- Stringent cost control
- Effective governance with clear accountability and connected stakeholders
- Framework provides clarity of purpose & reduction of uncertainty, enabling higher performance & productivity
- Addresses inner challenges to improve morale and eliminate blame
- Reduces dependency on external consultants, ensures control of IP and build a sustainable delivery environment.



Planning For Success

Team GB's cycling dominance in the Olympics has created a buzz around 'marginal gains' as described by Performance Director Dave Brailsford. However, in a revealing interview he illustrated his commitment to a rigorous overall plan:

- "Firstly, you need a team with the skills and motivation to succeed"
- "Secondly, you need to understand what you want to achieve"
- "Thirdly, you need to understand where you are now"
- "Then you need to put a plan in place to see how you can get from where you are now to what you want to achieve"

Rigorous planning is key to success in any field (sport & business) and fits with the model we have successfully used with leading financial firms over the last decade (illustrated left). The combination of sound project management with leading edge communication and coaching techniques ensures delivery under challenging and high cost control conditions. Typically we have increased productivity by a demonstrable 20-25% pa. Key additional benefits include a more focused and engaged workforce, with clear accountability, where the team really does deliver more with less!

"The environment was rapidly transformed. The rigour and clarity introduced to the delivery process was evident from the outset and provided clear direction to the teams involved. The passion, integrity and transparency espoused provided a high level of confidence both within the team and to senior management."

MD, Merrill Lynch