

Hello!



It's been a busy few months since launch, working on a Global Values Roll-out, using nudge theory (we believe it's a first), plus a Leadership Strategy Off-site with a difference. Both uniquely fusing Big 4-style consultancy* with novel applied creativity. All executed beautifully and seamlessly. Just what you'd expect from Fusion.

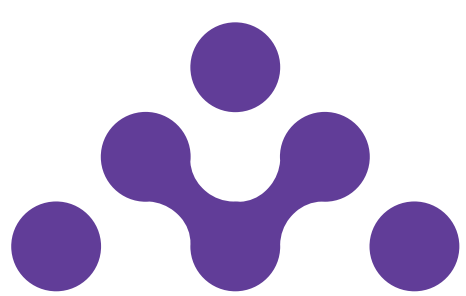
*without the Big 4 price tag!

Global Values Roll-out

Organisational culture change across clients' locations in 15+ countries

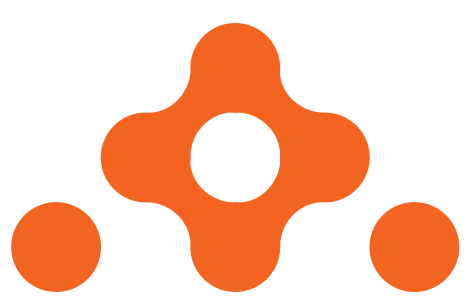


The Fusion Difference



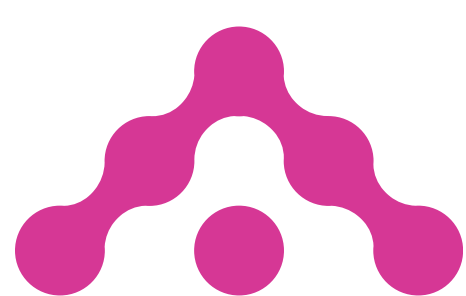
Business Consultancy

Understanding business drivers behind the newly-created principles meant engagement activities were properly focussed. Knowing the nature of the business and its ways of working helped develop the appropriate change approach - Senior Leadership role-modelling, People Management coaching and all-staff engagement.



Applied Creativity

Leadership Summit: 5 thoughtfully designed and facilitated zones - a Listening Lab, a pitch-black room of voices, a Crevasse of Trust and tablet-enabled conversations and idea-capture. Global Roadshow: table-based set of interactive activities, interspersed with emotive audio and video. Global roll-out: a unique 'experiment' based on nudge theory, involving all 18,000 colleagues.



Seamless Execution

Managing a multi-country culture change is no easy feat! Intimately working with the client team to see activities were planned and stress-tested, with clear lines of responsibility agreed. The need for an agile and mobile team was paramount. So was a decent gin at the end of each day!



Releasing People Potential

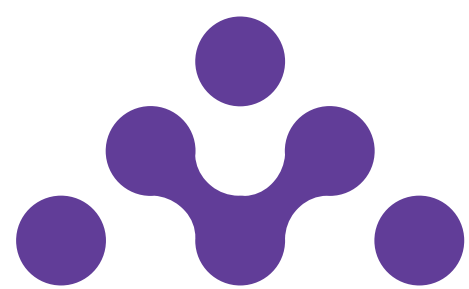
A world's first use of nudge techniques on a global scale

Leadership Strategy Away Day

A leadership off-site with a difference...
an event that truly encouraged
empowerment, ownership
and promoted
'One Team'

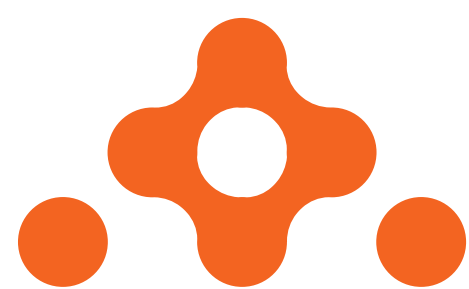


The Fusion Difference



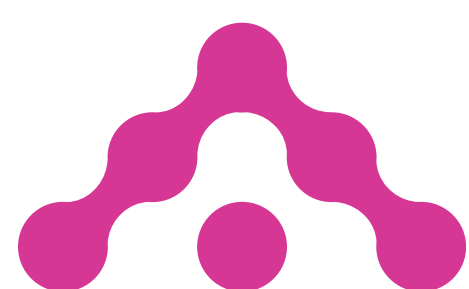
Business Consultancy

Understanding the client's challenges and the need for an outcome-based off-site led to an event underpinned by the new strategy, which would feed into mid-year reviews and shape personal development plans. An appreciation of cultural sensitivities, following a recent restructure and new leader in situ was a key part of the design.



Applied Creativity

A highly participative workshop designed to explore, challenge and agree on a set of strategic imperatives. Battle of the Leaders: real-life manikins helped the group bring to life the leadership behaviours required to drive the business forward. Gallery of our Future: elements of the newly-defined vision brought to life in art, and the 'masterpiece' pulled together into one, unified vision...a picture of the organisation's future success.



Seamless Execution

An agreed set of outcomes, along with key messages and a 'red thread' were agreed upfront to ensure the client's needs were met. Design and development were 'fast-tracked' using on-line collaboration tools, to meet the event's tight turnaround.



Releasing People Potential

Building session outcomes into personal development plans