

# BIG PICTURE® BUSINESS DEVELOPMENT PROGRAMME

We want your business to achieve the highest levels of success possible. We will do everything we can to help your people invest their time being as productive as they can be to deliver against agreed goals they identified and agreed for themselves. Created for and with you! We work harder and smarter to make it so.

The workplace is forever changing and given the complexity of businesses it's no wonder the wider team find it overwhelming to keep up. We believe in helping people to help themselves with a straightforward framework which is accessible for all levels of experience and background.

We like to work with People-first, Values-based organisations who are willing to find out what their People really think. Not all do.

An enabler for cultural shifts and an antidote to constant change for you as an innovator to take back the business .. all with a sense of fun!



[They think ..]

We trust our People to do the right things ..

.. but we've never got enough time to invest ..

DRIVE IT!

.. we want this to be the best place to work



Norma was struggling to take her team with her to introduce a new product line ..



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We truly empower your colleagues by flipping:

- Top-down, outside-in change 'done' to people with engagement as a workstream; into
- Bottom-up, inside-out change 'with' your People as the driving force.

With our specialist Delivery Partners we take:

- Cold business change and deliver doing and experiencing activities that stick;
- Impersonal goals and provide each individual with the ability to own their own Outcomes;
- Disjointed events and weave a Consistent thread through your businesses development;
- Disparate messages and provide a clear and coherent view of Purpose and day-to-day work.

From where you now to where you need to be we drive our Programmes on the views of what people really think and a clear agreement of how to turn Opportunities into Outcomes,

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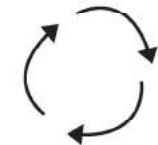


[We help with ..]

Where we are now

Discover the Ground Truth

Play back & agree



Where we want to be

Make it happen!



.. she used Big Picture with her team to discover their supplier had issues ..



# BIG PICTURE® BUSINESS DEVELOPMENT PROGRAMME

The experience continues with regular contact points with your People and Change activities—some more formal than others. We'll help you weave this into your work programmes to ensure there is a tangible payoff for the business.

And so the cycle continues ..

The result is your Business achieving the highest levels of success possible. You'll see evidence of your People being more productive over longer careers. You can see this by watching them, and their Big Picture, grow and develop with measured and lasting business outcomes.

This is a low-risk and natural framework which provides the time and the environment to face your Challenges head on and go after those agreed and highly valued Opportunities. We would love to work with you to tailor our modular programme to fit your needs.

People like us doing stuff like this!



[We hear ..]

I can have my say on my role in success ..

.. we walk the walk .. our People driving ..

.. we don't always agree but now we talk it out

SMASHED IT!



.. flipping into an opportunity to use a new supplier and replatform the whole range

