

Specialists in the globally integrated organization

Matrix | Virtual | Global





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Your strategic partner in leading transformation, building capabilities and embedding change across matrix, virtual and global organizations



We are thought leaders in our field. We have over 20 years of experience gained across varied sectors, within over 300 major multinational organizations



We deliver consulting and training services globally both face-to-face and through technology

Leading transformation | Building capabilities | Embedding change

Leading transformation

The four waves of change

Provision of consulting, facilitation and coaching services to support executives who are leading the transformation.

Strategy

How to clarify strategy and support effective communication of the change journey

Structure

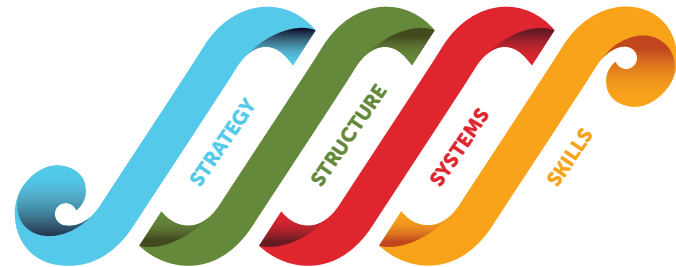
How to simplify complex structures, focus on critical groups and align the formal and informal structures

Systems

How to align people processes to your global systems and structure investments

Skills

How to build new globally integrated people capabilities, culture and ways of working



Building capabilities

We develop learning programs for people working in matrix, virtual and global organizations, based around our unique six C's framework. We deliver globally, face-to-face, blended or online.

Context

Understand and embrace the rationale, differences and challenges of these complex working environments

Clarity

Create clarity and alignment when working in a multi-dimensional structure. Dealing with ambiguity, dilemmas and high levels of conflict

Cooperation

Ensure complex organizations stay both connected and effective, through faster ways of working, better meetings and accelerated decision making

Communication

Build the skills to support communication and encourage participation both face to face and through technology

Control

Find the right balance of control and trust. Build trust and create empowerment virtually and manage accountability without control

Community

Develop and maintain a sense of community in a culturally diverse and distributed environment



Embedding change

We help matrix, virtual and global organizations embed change in their ways of working and culture to implement and sustain the journey to a globally integrated organization.

Design

We engage with your internal specialists to design more integrated and sustainable matrix, virtual and global ways of working

Implement

We support the delivery of large scale programs to change ways of working in areas such as cooperation, meetings, decision making and travel

We help align your learning and people development programs to your change goals

Sustain

We help you align your organizational culture to support the change – what you value, celebrate and reward

We build your internal capability to sustain the change



Global Integration helps clients engage people and cut through complexity. Creating more effective matrix management, virtual teams and global working practices.



Proven thought leadership

Over 20 years of innovation in matrix, virtual and global working. Including our books Speed Lead and Making the Matrix Work



Delivering tangible business benefits

Improving productivity through increased engagement, effectiveness and speed of change. Reducing the cost of unnecessary cooperation, communication and travel



Credible people, products and clients

Over 80 practical, actionable tools and techniques from our experience of working with over 300 major multinationals around the world in a wide range of business sectors and national cultures



Delivering globally

Our experienced consultants are based around the world with the ability to deliver services globally, either face-to-face, blended or online



Easy to work with

Experienced, low maintenance consultants who keep things practical, simple and deliver great results

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