

evol[^]vereia[®]
transforming businesses and their people

www.evolvereia.com

welcome to evolvereia



Thanks' for your interest in evolvereia, we are a new and unique business and people transformation consultancy.

We were founded with a clear vision to provide your company with the knowledge and tools to successfully grow your value through your business transformations.

We work with the hidden potential in your business and in your people to make successful change happen in a cost effective way.

We bring success and experience formed in some of the worlds market leading innovative companies to help and coach your businesses, to achieve your transformation goals and increase your value growth.

We look forward to helping you grow.

Paul Glass

Founder and director of evolvereia

why choose us?

Our senior level experience comes from working successfully in some of the world's market leading innovative companies, across a variety of business sectors and disciplines.

This has resulted in offering a different consultancy approach to growing business value through transformation.

By putting our client's needs and their transformation goals in the lead of what we do, we act as partners to amplify the cooperation and culture needed to successfully deliver strategic objectives.

Our concept targets three potentials that create the greatest business value through transformation:

- Your business transformation process
- Your change management process
- Your people.

We have identified the most successful transformation methods and tools that lead to value growth, and apply these through a concept that provides the situational frameworks, methodologies, knowledge and coaching that enable you to undertake your own business transformation, resulting in a higher level of ownership and sustained value growth than is often otherwise achieved.

We provide high quality, effective services, in a flexible, cost effective and transparent way, designed for efficient delivery and adoption by our clients, saving time and minimising failure costs.

We respect the confidentiality and integrity of our clients, and do not share our relationships or services that are being provided.

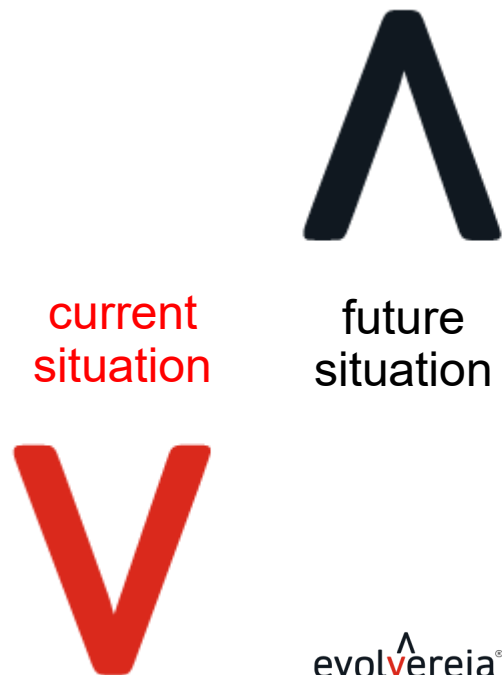
We remain curious and invest in being up to date in the latest thinking, insights, and methods to keep our concept relevant to our client's needs, and our changing world.

Our end-to-end transformation concept



- Developed from proven success in some of the worlds market leading innovative companies
- Enables and utilises your internal capabilities and resources to lead your transformation.
- A cost effective and efficient transformation process you can adopt in your organisation.
- Provides proven methodologies and tools that you can work with successfully to achieve value growth.
- Generates increased ownership within your organisation and your people to deliver your transformation objectives.
- Provides long term and sustained value growth in your organisation and the foundation for continual improvement.

Starting with your strategy



Our concept is designed to work with or without a strategy to base your transformation upon.

Business transformation is a fundamental change in an organisation to grow value. Such transformations go beyond just a change to make an improvement and are initiated by a strategic direction.

We work either from an existing business strategy, or if there is a need to revise and renew your strategy, we can help facilitate that.

If your needs are in a specific strategic initiative and change activity, our concept can be adapted to ensure your ability to lead your success.

We look from the outside in, to understand your strategic needs, scope and organisational culture. From this we can define the roadmap and how to provide the knowledge for our concept to work successfully for you.

Our concept explained



Leadership and Culture: we work with you to ignite the leadership and culture necessary to enable transformation.

- Diagnostic: the process begins with understanding your current situation and the needs of the future situation.
- Transformation Design: we design a transformation process based on value stream growth and five core business dimensions
- Project Management: we then translate the transformation design into a programme of projects that lead your activity.

Involvement & Commitment: we work with your people to create involvement and commitment to reach your goals.

- Change Management: we build a change management plan that's coordinated to the programme and your project's scopes
- Competence Development: we identify and develop the needed competence plan for you to enable the future situation.
- Performance Coaching: we optimise your future results through a performance coaching approach

Why choose our values based approach?

We work with a client orientated values based approach to transforming businesses and their people.

- We benefit clients through remaining curious and investing in being up to date in the latest thinking, insights, and methods to keep our concept relevant to our clients needs, and our changing world.
- We benefit clients through focusing on utilising their internal potential and their knowledge of their business.
- We benefit clients through our business idea and concept targeting the three biggest potentials that create the greatest business value through transformation.
- We benefit clients by focusing on how we can provide a high quality and effective service, at a comparably low cost.
- We benefit clients by putting their needs and their transformation goals in the lead of what we do, and act situationally with our concept to deliver outcome based results.

We operate with a set of values to create trustful, open and positive working relationships.

- We work in a respectful way towards all people and all businesses.
- We work with integrity towards our clients needs and situation.
- We work with ethical mindset towards others and businesses.
- We work in an open, honest and transparent way with our clients.
- We value informality, and positivity in a professional way.
- We value a sustainable approach to business, people and the planet.
- We value simplicity and avoid unnecessary complexity and jargon.
- We value cooperation and togetherness in our relationships.

The glasshouse portfolio

- We believe that traditional training often fails to provide a tangible return on investment, or sustained performance improvement.
 - Our unique approach develops competence, by applying knowledge, with the right attitude and motivations, to deliver a demonstrated performance improvement and return on investment.
 - We adapt our learning design and delivery methods situationally to different clients and target groups, to ensure the greatest impact, relevance and results.
 - Our portfolio of competence activities magnifies the evolvereia concept for your specific capability needs, with an outcome based portfolio that provides specific capabilities and value growth.
- Business Transformation
 - Manage projects
 - Change Management
 - Lead Others
 - Develop Others
 - Coach Others
 - Develop High Performing Teams
 - Build engagement, initiative and responsibility in people
 - Develop creativity, ideas and innovation in people

Our terms and conditions

evolvereia rates

Standard on site day rate: from £975 ex VAT

Standard off site day rate: from £775 ex VAT

- * based on standard delivery of end to end transformation concept (est ave 12-24 days)
- * Longer term assignment may attract reduced day rates
- * excludes travel expenses

glasshouse rates

Standard on site day rate: from £1,250 ex VAT

Standard off site day rate: from £995 ex VAT

- * including competence materials up to 12 attendees
- * excludes facilities and facilitation tools
- * excludes travel expenses

Payment terms are strictly < 30 days.
Payment schedule blocks are based client requirements and scope defined before contract.

Cancellation fees apply of:
50% < 60 days before booked dates
75% < 30 days before booked date

The total costs of our service are related to your business transformation scope, complexity and current situation.

We prepare a transparent proposal and rationale of the necessary consultancy days required, following an initial consultation and consider the most efficient utilisation of our programme of delivery for you.

We confirm this proposal on completion of the first diagnostic, and review this throughout the activity.

Lets talk about your needs

Our brochure provides a insight into our offer and how we can provide your company with the knowledge and tools to successfully grow your value through your business transformation.

We also outline how we work with the hidden potential in your business and in your people through our end-to-end concept and glasshouse portfolio, to make successful change happen in a cost effective way.

We look forward to talking about your business and how we can help you.

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