



# WHEN A COLLECTIVE JOURNEY HONOURS THE INDIVIDUAL... EVERYTHING CHANGES

Underpinning the greatest corporate successes is a deeper understanding... of the organisation, of the individuals within it, and of the dynamics between the two.

The moment a potential candidate approaches your organisation, that is the time to take an interest in their work preferences and long-term career aspirations.

Continuity is king.

Having gone to the trouble of assessing an individual in some depth – to gauge their suitability – it makes sense to retain, and keep building on, that foundation of knowledge, once they are onboard.

Marrying corporate objectives to individual aspirations is an ongoing challenge – a constant aligning and attuning – yet a wholly worthwhile and rewarding one.

The way we see it at Irving & Irving Associates, organisational development – like personal development – is as much a journey of exploration and discovery, as it is a drive towards well-defined goals.



*“What I value most about the support you give is your absolute honesty, even when it’s not what you think I want to hear.”*

National Academy Manager, Utilities

### **Develop your in-house team of developers**

Through our flagship service ‘Optimise’, we have a proven capacity for equipping your Managers and Supervisors to:

- Motivate others & help them develop & achieve their potential
- Manage and support their performance at work

### **Make light work of restructuring**

When new challenges necessitate a restructuring, we can co-ordinate a response for you that’s creative, effective and ethical, by delivering:

- Bespoke assessment procedures
- Development planning for successful applicants
- Outplacement support for those made redundant

### **A creative combination of tools**

To optimise participant engagement, we embrace a wide range of multi-modal media. These provide a ‘good fit’ for different learning styles and business challenges, and include:

- Web chats and on-line workbooks for effective knowledge transfer
- Workshops to build competence through practical exercises including role plays with individual feedback
- Mobile learning and peer-to-peer feedback for scaffolding - to keep knowledge & skills fresh and up-to-date

### **Leadership coaching & team development support**

Whether key individuals are promoted out of their ‘comfort zone’, or existing teams need to find new common ground, we can support by providing:

- One-to-one personal coaching with 360° feedback
- Conflict resolution, managing complex dynamics and bringing performance back on track

***If you are interested in transforming your in-house capacity to DEVELOP staff within your organisation, contact Irving & Irving Associates today.***

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