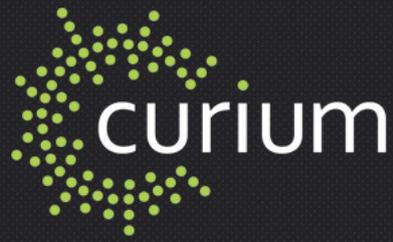


change leadership digital learning project delivery



simplified
change
solutions

Introduction to Curium:

Nothing stands still for businesses. This may be caused by events outside your control, such as Brexit or market disruptors forcing you to re-think your approach. Or, it may be a result of company-specific challenges such as team mergers, budget cuts or new leadership.

In times of change, you can never plan for every eventuality but you can control how to adapt.

We can help you deliver change in a simple and sustainable way.

When to use our help:

- You need your teams to engage, but they're not bought-in to their leaders
- You need to change how you work to stay ahead, but this is a cultural challenge
- You need to be more efficient, but more recruiting isn't a sustainable option
- You need to change, but have already spent millions on ineffective change programmes
- You need to change, but don't have the expertise to make it happen

Our experience:



What our customers say about us:

Lloyds Banking Group:

We supported the merger of the IT functions at Lloyds and HBOS, enabling them to deliver integration and right-size the organisation by designing simple, clear job families and role profiles for c.10,000 people.

They said: *“Curium brought a range of highly experienced specialists with expertise in areas including communications, programme management and organisational effectiveness. Our 10,000 Group IT function has seen a fantastic increase in colleague engagement over the last year, thanks to our early partnership with Curium.”*

Programme Delivery Manager, Lloyds Banking Group

Tesco:

We led a culture change programme that helped the supermarket become a multi-channel retailer.

They said: *“Curium introduced us to one of the most practical and useful tools for teams that I have come across in my 20 years of business. The team now has a revived passion for the business, the desire to win, and the tools to allow them to achieve that.”*

Head of Digital, Tesco

Home Retail Group:

We transformed their contact centre, helping them save more than £2m across their operations and achieve a 20% rise in their customer satisfaction scores.

They said: *“Over the last 12 months Curium have not only helped us shape our strategy, plans and governance, they have changed the way we lead, our language, the way we think and engage with each other and how we develop as a leadership team.”*

Head of Operations, Home Retail Group

E.ON:

We helped them merge 5 fragmented change departments into one single, streamlined function and helped them to align all their change projects to the company's strategy.

They said: *“Curium always deliver on their promises and bring real change management expertise with a personal style that makes them very easy to work with.”*

UK Operations Director, EON

A large County Council:

We simplified the complex process of converting Schools to Academies, saving them in excess of £500,000 per year.

They said: *“My preconceptions of consultancy had made me doubtful that Curium could really deliver what was needed, when it was needed. I was delighted that together we delivered a complex, challenging, and ground-breaking piece of work, and without fuss or bother – and gave me renewed faith in the art of the possible. Thank you!”*

Commissioner for Education & Wellbeing, County council

Why we're different

- 1. We've simplified change:** We've taken best-practice industry processes, tools, models and processes and boiled them down to their most simple form. Simplified change is more learnable, easier to implement, less expensive, lasts longer and sees results faster.
- 2. We embed change that sustains:** It's our mission to make change last beyond our engagement with a client. We want teams and individuals to be change experts themselves so they aren't reliant on us.
- 3. We're experienced practitioners:** Our team have all worked client-side and have experienced the same journeys as our customers. This means we support clients based on knowledge of doing the job ourselves.
- 4. Our culture is everything:** We don't pay lip-service to culture; we actively practice it and only recruit people who demonstrate it. Our values are:
 - Teamship is everything
 - Inspire others to come with you
 - Be commercially aware
 - Evolve your personal best
- 5. We focus on individuals:** Our mindset is that we work with individuals and teams, not organisations. This personal focus makes challenging company-wide change important and relevant to individuals, which results in change across entire organisations.

To empower people and organisations across the world
to achieve their personal and business potential.

To find out more please visit our website at:

www.curiumsolutions.com

or call us on +44 (0)121 233 9438