Organisation development and change projects

Romanian Ministry of Research and Technology, European Commission

Helped the Romanian Ministry of Research and Technology, with European Commission funding under the PHARE programme, to implement a network linking universities and research establishments in Romania to the Internet. The project involved working at senior Government level to bring together two competing network initiatives sponsored by different Ministries. Ensured that appropriate institutional structures to manage the network were in place, and identified training requirements for key staff members. The project greatly enhanced the ability of Romanian researchers and university staff to access current information in their disciplines and exchange ideas with the international research community. (IT consultancy aspects of the project are described under 'IT Consultancy projects'.)

Franchise of a UK mail order clothing company in Poland

Helped to develop proposals and detailed plans to set up a franchise of a UK mail order clothing company in Poland. Identified Polish partners for the venture, ensured cultural differences were overcome and that British and Polish participants were able to work together as a team.

US-based Internet security services company

Helped a company providing Internet security services to select a telecommunications supplier. The company had the necessary technical expertise, but tensions between US and British senior managers had prevented them from choosing between potential suppliers from the US and the UK. Set up a formal tendering and bid evaluation process that enabled the management team to reach an agreed decision.

Professional Society

Organised a one-day workshop to help Board members of a Professional Society to develop a strategy for the Society, and to work together more effectively.

Financial services company

Participated in a review for a financial services company of a major IT project at the systems development stage, with specific responsibility for organisational issues and the achievement of business benefits. The project involved replacing the company's core customer account management systems, at a budgeted cost of over £50m. Recommended organisation development measures and changes in the proposed implementation process to ensure that it delivered the planned business benefits.