Harness the power!

CM3

Mobilise
Consult
Manage
Choose
Motivate
Master
Credibility
Critique
Modify

Culture
Momentum
Maximise
Create
Multifaceted
Magnify
Mentor

Collaborate
Clarify
Commit
Measure
Harness the Power of CM³!

Q: What could be better than working with one of Australia’s most highly awarded and experienced change management experts?

A: Working with THREE of Australia’s most highly awarded and experienced change management experts!

Each being individually award winning and experienced change agents, authors and solutions masterminds, Karina Butera, Caroline Cameron and Noel Posus have joined forces in a collaborative offering they have dubbed CM³.

It’s more than three coaching masters; it’s more than change management; it’s more than cultural mobilisation – it’s all this, but so much more. Most importantly it’s about the collective creative power that you can harness to create monumental results in your organisation – results to the power of three!

Change-phobia in contemporary workplaces

Why does creating change create so much chaos?

It is common that the mere mention of ‘change’ in an organisation is met with a collective groan. How many times have you heard the phrases “not, this again”, “we’ve been through all this before and it didn’t work then”, “a new executive is starting, hold your breath to see what they do to stamp their mark”?

Cultural fear of change is based on the widely held belief that creating the organisational and cultural change required to achieve sustainable success is long and hard labour. These beliefs are formed from past experiences where change initiatives have failed miserably.

Change management projects commonly fail due to:

- being poorly researched, defined, planned and managed
- stakeholder disenfranchisement
- budget and time-frame blow-outs
- poor communication
- fragmented team involvement
- stubborn entrenched behaviours that simply won’t shift
- a cynical and confused workforce hanging their heads in fatigue and change-overflow

Organisational resistance to change is strongest in organisations with a history of poorly managed change or growth; organisations in which the changing goals and drive of the business conflict with the values of the workers; and hierarchical structures where decisions are made top-down without consultation across and down through the business.
CM$^3$ takes the pain out of change management!

Are their cultural or performance problems in your organisation that have been filed in the ‘too hard basket’?

Times are changing at a pace like never before. Success means keeping ahead of the game, constantly reinventing oneself to thrive as the next tide of change rolls through. For some change is exciting and energising. For others it is something to dread and avoid. If the people in your organisation are change-phobic, they have the power to pull the hand-break on growth and make even the slightest change excruciating.

If there is change needed in your organisation, even if past initiatives have failed, CM$^3$ will meet your challenge with three times the creativity, three times the energy, three times the tools and three times the solution power to conventional change management methods.

Fresh Ideas

Each member of the CM$^3$ team has a history of drawing out the best, most innovative, unique and creative strategies to client dilemmas. We find with internal problem solving, the same issues get rehashed continuously, the same people are involved in discussions, the same fixes are discussed and typically the proposed solution of the noisiest or most powerful stakeholder is the path the group takes.

Imagine the different ideas and solutions your team would come up with when you have three master coaches posing questions, challenging your ‘taken for granted’, seeking the ‘unspoken’ wisdom within your group and applying a critical lens from a totally neutral perspective.

Seamless Project Ownership

Our goal at CM$^3$ is to deliver the perfect solution to our client. Rather than limiting the success of the project by assigning an individual project leader, we take a tri-leadership approach, drawing on the best each of us have to offer while taking individual ownership of various tasks on a project-by-project basis. We hold each other accountable, challenge each other, pushing our own creative boundaries to reach the best possible outcome for our clients. We know our strengths, and we harness them to create unimaginable results in record time.

From strategic planning and project design, to all stages of implementation, training, development, monitoring and evaluation, we take full ownership at every stage of the contract. With CM$^3$ on your side, once you have given us the directives, you can fully count on us to bring you the results.

Each one of us brings our own unique skills, experience, focus and energy to the work we do. Having years of experience in managing teams and projects, we pride ourselves on owning the outcomes. We work to the results, not to the clock and we will leave no possible stone unturned to get our clients the results we promise.
## Compare the CM³ Approach

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<th>Conventional Change Management</th>
<th>CM³</th>
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<tr>
<td>Usually engages one change ‘expert’ or executive coach, which is naturally limited to one set of skills and experience.</td>
<td>Harnesses the broad and deep experience of 3 of Australia’s leading master coaches, giving you full access to a wider range of options and a solution that works.</td>
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<td>Often overlooks the full impact of change and is unidimensional, driven by a single focus, led by one area – e.g. • IT projects dominated by the technology; • Restructures focused only on structure and roles; • Acquisitions, mergers and new service implementations focused only on delivery</td>
<td>Manages change holistically to align all parts of your organisation: • Customers/Clients or external stakeholders • Products and/or Services • Market, Industry and Sector • Strategic Direction • Structure – teams, roles and responsibilities • Information, Systems and Processes • People – behaviours, cultural norms, strengths, values and skills</td>
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<td>Employs the latest ‘shiny thing’ method or approach that may have a short term, limited impact. Reverse engineers the organisation to fit the formula resulting in: • Endless, talkfest workshops that go nowhere • Embarrassing role plays • CEO communications full of rhetoric and spin</td>
<td>Doesn’t follow a one-size-fits-all, cookie cutter approach. Custom designs an intervention that applies leading change practice to fit the unique characteristics of your organisation. Uses innovation to ensure your people have a positive change experience that delivers your desired outcomes</td>
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<td>Relies on external specialist expertise – once they’re gone, the organisation falls back into the ‘old way’.</td>
<td>Creates ongoing, repeatable value, long after you’ve finished working with us. Embeds sustainable change empowering your organisation with successful methods you can employ for future change.</td>
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<td>Is usually ‘problem focused’ and deficit oriented – i.e. only considers what’s wrong with your organisation, what’s lacking and what needs fixing.</td>
<td>Harnesses and builds the inherent strengths of your organisation to unlock potential. Converts problems into opportunities to discover what’s possible.</td>
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<td>Cultural change is usually just seen as a soft and fluffy ‘people’ thing which is HR’s responsibility. Cultural change programs are often ‘stand-alone’ and not integrated with daily business or projects.</td>
<td>Puts the responsibility where it should be – with the leaders across your organisation. We up and cross skill all your leaders and integrate positive cultural change into the DNA of your organisation. CM³ intentionally imbeds positive culture into your daily work, projects and activities and makes change ‘stick’.</td>
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<td>Usually either ‘top down’ or ‘bottom up’.</td>
<td>Believe it’s not an either/or. Rather, CM³ brings out the wisdom at all levels of your organisation by aligning strategy, goals, roles, responsibilities, beliefs, behaviours and values.</td>
</tr>
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<td>Can be expensive and usually charged at a per hour rate with no clear way of measuring value or guarantee of an outcome.</td>
<td>CM³ programs are designed and delivered based on what the change is worth to your organisation. By having ‘skin in the game’, our commitment to your success is guaranteed.</td>
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Strategic Direction Visioning
I’ll help you work out where you’re heading, using focussed questions to help you discover how you’re going to get there with pragmatic solutions to complex challenges and innovative approaches to pursue hidden opportunities. I’ll get you using advanced communication skills to create and articulate a compelling vision that your people ‘get’ and commit to.

Organisational Change Management
I’ll support you to build significant and sustainable change capability within your organisation; build increased resilience, flexibility and advanced change leadership. Together we’ll assess the impact of change on your organisation, understand relationship dynamics, harness diversity and tap into informal networks. The results will be rapid yet sustainable.

Executive Career and Professional Brand Development
One of my areas of speciality is helping individuals make significant life and career transitions. I’ll guide you to create an intentional career path that unites your interests, expertise, style and build your personal ‘brand’. I’ll help you develop the strategies, skills and behaviours needed to bridge the gap between how you’re perceived and how you want to be perceived.

Culture Change
Having worked with numerous organisational behavioural change models, including having exclusive practitioner accreditation to the latest and highly pragmatic program, Selective Behaviour Modelling™, I will help you find and implement the ideal tailored technique to embed desired behaviours reliably and predictably into your organisation (no matter how large) with empirical measureable results in as little as 12 weeks.

Corporate Business and Life Skills Learning
I’ll help your people develop the necessary critical skills and emotional intelligence required to be an effective person in life and work. I’ll help your learning and development team attain best practice standards in adult learning, including full integration of the 70:20:10 blended learning model.

Conflict Dynamics
Everyone and every organisation experiences conflict but it doesn’t have to be destructive. I’ll help your organisation use conflict as a conduit to gaining more balanced and creative solutions. Using “Conflict Dynamics” methodology I’ll help your leadership team understand the “hot buttons” of conflict, become “conflict competent leaders” and support others to be more constructive and effective.

Understanding People
Having spent a lifetime studying human and social behaviour, I’ll help your people gain a deeper practical understanding of personality, behaviours and motivations so they can read people better, communicate better, appreciate difference, and develop collaborative and harmonious working styles. I’ll give them simple and powerful strategies to bring out the best in each other.

Empowering People
Most workplaces are full of unharvested talent just waiting to be tapped into. Yet many employees do not have confidence to stand out and make a difference. I’ll work with your people as individuals and in teams to build their confidence and trust in each other, empowering them to be more creative, more assertive and have a stronger sense of ownership and accountability in reaching organisational goals.

Igniting People
I believe that the best learning experiences are those aimed at the needs of the participants. So I research thoroughly every team before working with them. I’ll develop and facilitate unique learning events that inspire curiosity, challenge your people to venture out of their comfort zones and interact at a very real level, while having fun, feeling energised and fully supported.
How do we do it?

Q: What do you get when you bring together three industry leaders, each with proven track records, each with a desire to achieve unprecedented results and each with the capability, capacity and humility to roll up their sleeves and put in the effort?

A: The power to mobilise clients to the power of three … CM³!

It’s all about our people, our pragmatism and our passion.

Our people are each award winning, master coaches, authors, speakers and change agents who run their own successful businesses and bring decades of experience delivering successful change solutions across the corporate, government, non-profit and SME sectors. Between them, there’s not much they haven’t seen or experienced when it comes to change!

Our pragmatism means we do more than talk about change. We have the systems, tools, processes and experience to set to work and create change. If you buy into the belief that trying to change organisational culture is too subjective, hard to measure and impossible to sustain, let CM³ blow that belief system out of the water. We’re action and results driven. Don’t ask us to tell you how it’s done, we’ll show you how it’s done!

Our passion is our driving creative force. We know there is a better way to do business, it’s simpler and it makes sense. Our excitement in the changes we are able to help embed in our clients’ organisations is infectious. We are the fresh air that will clean out toxic residue and spring-clean the culture of your workplace – making it a more rewarding, innovative and productive place to work.

Put CM³ to the test

Q: What could you achieve if you harnessed the power of CM³ in your workplace?

A: Give us a challenge and find out!

We’re hungry for a challenge – we thrive on the toughest assignments. There is no cost to sounding us out. Contact one of the team today to explore the possibilities.