

Futurus

Change Advisory



Uncover. Understand. Transform.

» At Futurus, we believe real change starts deeper.

Change doesn't fail because leaders aren't smart. It fails because the real dynamics - the behaviours, patterns, assumptions and tensions - stay hidden.

Our Change Advisory work gets under the bonnet. We uncover how your organisation really works - and how it doesn't. We connect human behaviour to business performance. We show you what's getting in the way - and how to move it.

We don't criticize from the sidelines. We partner from within - helping you see clearly, think differently, and lead change that lasts.

This isn't consultancy theatre. It's real-world insight, shaped by deep experience, designed for real-world action.

» Our approach: what change advisory delivers

- ▶ A deep, respectful organisational diagnosis - cultural, behavioural, structural.
- ▶ A bridge between hard data and human behaviour - turning numbers into insight, and insight into action.
- ▶ A clear, credible story of what's happening beneath the surface.
- ▶ A tangible, prioritised action plan directly connected to your strategy and ambition.
- ▶ A leadership reset that shifts from functional defensiveness to shared ownership.
- ▶ A pragmatic, achievable path to momentum - building belief, capability and action.
- ▶ We don't parachute in. We walk alongside you providing insight, structure, and partnership at every step.

» What makes our change advisory different

► We work with respect.

We explore, not expose. We help leadership teams see their organisation with fresh, clear eyes - and build shared ownership for the path forward.

► We connect people and performance.

We don't just describe culture; we show how it impacts decisions, results, collaboration, and change-readiness.

► We use your data, wisely.

We review performance scorecards and reports, HR analytics, talent data, engagement surveys - not to drown in analysis, but to see patterns leadership might miss.

► We balance rigour with realism.

We bring proven frameworks and experience - and tailor them to your reality. No templates. No overwhelm. No analysis paralysis.

► We stay the course.

After the diagnostic, we often work with you to develop and deliver the implementation plan - shaping priorities, building capability, and helping change take root.

» Core building blocks of our change advisory process

1. Deep listening and observational diagnosis

- Focus groups, interviews, shadowing, cultural sensing.
- Walking the organisation, hearing the real stories behind the metrics.

2. Strategic data review and insight mapping

- We leverage your existing data sets — operational KPIs, HR metrics, talent insights, financial performance.
- We make sense of what's already there, connecting hard data with human behaviour.

» What our clients are saying about us

"You got to the heart of it faster than we thought possible. You understood not just what was happening - but why it was happening - and you gave us a way to move forward without blame or drama."

"You helped us connect the dots between people, culture and strategy. You made invisible patterns visible - and showed us how they were shaping our results."

"You gave us clarity - and the courage to act on it. We knew some things weren't working, but until you mapped it out, we couldn't see the whole picture. You helped us prioritise what mattered most."

"You walked with us through some difficult realisations. You asked questions we hadn't dared ask ourselves. And you gave us the confidence to reset - together."



3. Integrated organisational diagnostic

- Transformation Landscape (ambition vs capability)
- Operating Model Effectiveness (decision-making, collaboration, speed)
- Change Readiness (emotional resilience, cultural trust, leadership cohesion)

4. Storytelling and synthesis

- We craft a clear, compelling story of where you are, what's happening beneath the surface, and what it will take to move.

5. Tangible, sequenced recommendations

- A practical roadmap: what to do, in what order, and why.
- Clear owners, clear priorities, no jargon.

6. Implementation partnership

- Co-designing the first 90-120-day action plans.
- Supporting leadership teams to hold alignment, build momentum, and show early wins.
- Coaching leaders through change inflection points.

» Examples of What We Typically Uncover

- Alignment gaps masked by strong KPIs.
- Many initiatives leading to fatigue and drift.
- Legacy loyalties and informal influencers slowing cultural shifts.
- Decision-making bottlenecks creating frustration and rework.
- Technical or talent risks hidden under operational success stories.
- These realities aren't failures. They are signs of where leadership energy must go next.

» The Impact: What You Leave With

- A shared understanding of the human and structural realities of your organisation.
- A credible, structured roadmap linking people, culture, and performance priorities.
→ Stronger, clearer leadership alignment and decision-making habits.
- Actionable early wins that build momentum and belief.
- A leadership team with the confidence to navigate change, together.
- A pathway to a workplace culture that supports - not resists - your strategy.

» Who We Work With

- CEOs and Executive Teams leading cultural or strategic transformation.
- Site Leadership Teams shifting to higher-value, higher-complexity operations.
- Strategy, HR, OD and Transformation Leaders serious about human change.
- Organisations that want real understanding, real action, and real change.



Let's Shape the Future

Change isn't just a project plan. It's a shift in the way people think, feel, act - and lead. If you're ready to truly understand your organisation - and truly transform it - we're ready to walk with you.

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Visit Futurus.ie or email
info@futurus.ie to learn more