



expect the unexpected

Where
business
performance
and people
science meet



We are a leading change management consultancy with a proven track record of improving the effectiveness of individuals, teams and organisations.

Our approach to our work is underpinned by what we call

precision business psychology:

- ▶ We take the very best proven and scientific research regarding how and why people react and behave as they do
- ▶ Through consultancy, assessment, coaching and professional development we help leaders accelerate corporate change and differentiate their business through their people.

Why choose us?

Over recent years, breakthroughs have been made in the field of psychology and neuroscience that explain why people think and behave as they do. We bring this knowledge and insight to CEOs and their teams so that they can be confident of effecting long term changes in business practice.

We work mostly with businesses that are best in class and those in turnaround.

Change in these situations is chaotic and hard to lead. By using psychology

precisely in these environments we have delivered bespoke, rigorous solutions that have effected sustainable performance improvements.

We offer a unique combination of experts in behavioural and cognitive psychology, learning and development, assessment and coaching. We work in a dynamic way, bringing insight and our 'shared thinking' approach to create new and imaginative ways forward.

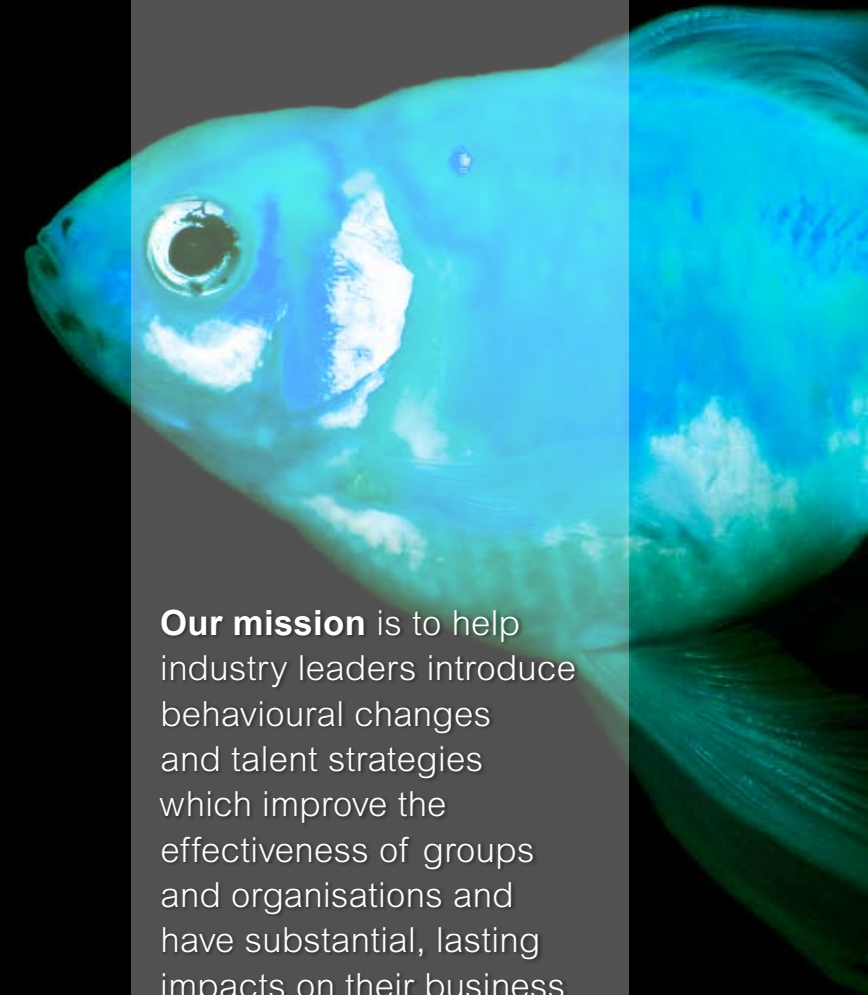
Over the years our consultants have developed strong industry-specific expertise which enables them to put forward tailored change solutions.

Our approach guarantees you a reduction of the inherent risks associated with change and improves individual, group and organisational performance as a result.

We can help you

Accelerate effective and sustainable change

We have pioneered a consulting methodology for organisational change which uses coaching as the key component for identifying requirements for change. The ultimate goal of executive coaching is to benefit the organisation. When multiple coaches work independently across an organisation, a number of



Our mission is to help industry leaders introduce behavioural changes and talent strategies which improve the effectiveness of groups and organisations and have substantial, lasting impacts on their business results and people's lives.

SOME OF OUR CLIENTS

O2

HSBC

Kleinwort Benson

Costain

EDF Energy

CfBT Education Trust

Carillion

Terminal 5

3i

ABN Amro

Barclays

RBS

Cable and Wireless

RWE nPower

Home Office

factors which may not pertain to the individual, but to the organisation's need to change are often missed out or not used in a systemic way. Armed with these findings and remaining ethical and focused on the individual's professional development needs, we developed our dynamic consulting approach which delivers sustainable change. We have found this to make a big difference to organisations that are undergoing rapid transitions such as a business sale, business turnaround, M&A or restructure.

Develop your Board and leadership teams

We carry out due diligence assessment, performance and development reviews on senior executives, Boards and leadership teams. Our executive assessment process is rich, engaging and accurate. We provide executives and their teams with feedback benchmarked against our extensive high performance database. Feedback is followed up with development planning discussions to identify precise and targeted development. Our executive coaching and team facilitation services are available post assessment or independently as a stand alone service to support executives to maximise their own and their teams' capabilities.

Design and deliver successful talent strategies

We have an eight stage approach to talent management, starting with the business strategy, identifying the unique competencies that are crucial to your business success. We bring extensive experience of working on complex multi-cultural talent projects. Underpinned by our help, you understand what your talent needs are, how to progress your business, and how to adapt best-in-class talent models and approaches to attract, develop and retain talent to create competitive advantage.

Design and deliver development programmes

We are experts at designing and delivering learning and development that give people the skills needed to give businesses competitive advantage. Over the years we have designed a range of bespoke learning programmes; some are award winning Academies and most are programmes others try to copy. Whatever your organisation needs to develop – its industry edge capability, leadership, sales, finance or project management – we will customise an approach that guarantees competitor envy.

"They deliver, pure and simple. Trust is a key concept here – and we trust them."

Peter Taylor, HSBC

"If you drill down, the theory behind the practice is strong. There is good pure thinking behind what they do."

Diane King,
Kleinwort Benson

"They talked to us not as a generic company. It's been borne out by what they've done. They always listen and always hit the nail on the head. That's pretty impressive."

Paul Peplow, O2

"They have proved their ability in delivering a large scale roll out of a strategic development programme under demanding time pressures and have further cemented their position as one of Carillion's key training partners."

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