

# Meeting the challenge of resourcing for change

## 99.3%

Proven commitment to long-term relationships to achieve a 99.3% success rate in assignments for our clients – a track record that is unique.

Securing the right people to implement change in an organisation is one of management's toughest challenges. You may lack resources with the right capability and experience, or simply not have enough resources available to ensure delivery.

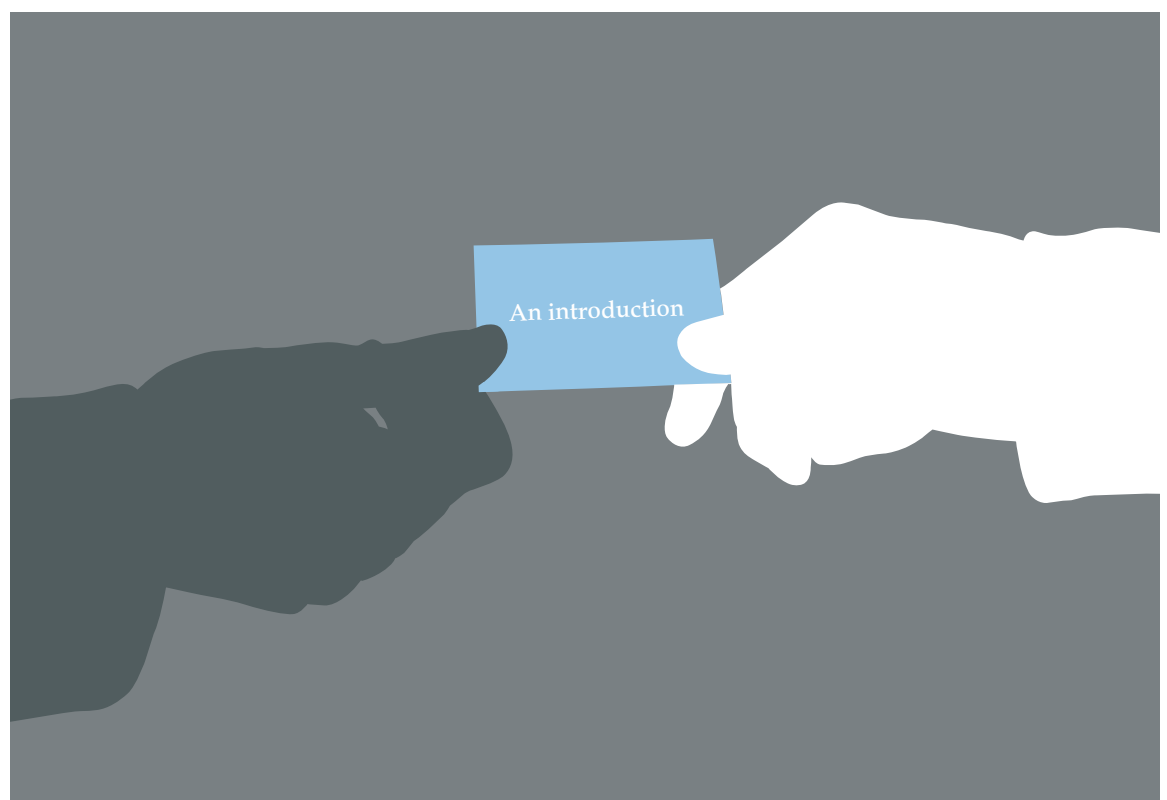
Campion Willcocks has an outstanding reputation for successfully matching interim project, programme and change management professionals with client requirements. We combine the highest calibre interim and contract professionals with broad business experience, industry expertise and a proven commitment to long-term relationships to achieve a 99.3% success rate in assignments for our clients – a track record that is unique. We are the right people for change management.

Our Associates cover the full spectrum of change management roles. They include:

- Portfolio and Programme Directors
- Programme Managers
- Programme and Project Office Managers
- Business Project Managers
- IT Project Managers
- Business Analysts and Process Designers
- Project Planners and Co-ordinators.

And interim executives to lead change management teams or functions in transition.

The experience of our people spans a wide range of functions: operations, customer service, sales, product development, risk and compliance, HR, finance and IT.



### **Our values**

We focus on total client satisfaction within long-term collaborative relationships and partnerships, believing this is the only way for our business to thrive; our reputation is on the line with every assignment.

### **Why our people are the best**

We are only as good as the people we provide. All our Associates are highly capable professionals who bring experience, self-motivation, an independent perspective and a focus on delivery to every role. What they don't bring is cultural baggage and conflicts of interest. They come with the interpersonal skills to lead, contribute and enable knowledge transfer as part of your team for as long as you need them. Their only loyalty is to you. Our assessment process is tough but so are the challenges you face; we expect all our Associates to have the skills and perspective necessary to understand the task at hand and execute it to exceptional standards.

### **Working with you**

Exceptional change management professionals are only part of the equation. We bring more to the table with our hands-on, informed and highly professional approach to rapidly providing the skills you need to drive change. Quality is our watchword – and it informs everything we do, at every level. Our Client Directors are specialists in understanding your industry, your business and your requirements. They are your main point of contact, working with you to agree a precise outline of each assignment - then matching the right person to the role: at the right time, with the right skills and at the right price. The whole company is centred on supporting them.

**Our specialist focus and professional approach have achieved our industry leading success rate and the high levels of trust both Clients and Associates place in us.**

### **Additional ways you benefit:**

**Speed:** if you are responsible for a project or tasked with resource procurement, speed is critical; you may need an interim manager within days. Using Campion Willcocks helps you to sustain and maintain momentum, while avoiding the delays inherent in internal searches and external recruitment.

**Flexibility:** we provide you with the ability to bridge a skills shortfall or resource gap throughout a project or just until the right person is available in-house; you can deploy hard-won experience where and for however long it is needed.

**Independence:** Campion Willcocks is truly independent, free from the pressures of corporate parentage or external shareholders. Associates are also independent and are not inhibited by negative history or office politics. There are no hidden agendas or conflicts of interest when working with us.

**Value for money:** you benefit from an effective contribution from day one, as you leverage the experience and commitment of our Associates; the value you receive more than reflects the investment you are making. Our business approach means we can offer competitive pricing and real value – proven experience is affordable for every role.

### **And you are in good company**

Our clients are drawn from top tier financial services institutions, leading companies in other industries, and Public Sector organisations. We still work with several key clients we started with over 36 years ago, a measure of how seriously we take client satisfaction – and the added value that we provide.

You can have the right people for change management on your team too. To discuss how we can help you improve the delivery of change in your organisation, please contact:

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Email: [info@campionwillcocks.co.uk](mailto:info@campionwillcocks.co.uk)

Visit: [www.campionwillcocks.co.uk](http://www.campionwillcocks.co.uk)