

Corporate Therapy

Strategies are made and implemented by **people** not enterprises.
Judgements are made by **people** not companies.
Decisions are made by **people** not organisations.
Actions are taken by **people** not businesses.

*All commercial and organisational activities and success are created by people.
Their culture is the sum total of all their behaviours and can be characterised.*

When results do not happen according to plan, it is not for reasons of the company.
It is because of imbalance and lack of harmony in personal behaviours.

This creates misalignments between and within the people who make up the company, their actions, attitudes, relationships and the vision and strategies of the enterprise. The result is a depleted ability to manage paradox and be fully effective.

Corporate Therapy is a flexible combination of management consultancy, coaching, psychotherapy, counselling and life skills available to the individuals who comprise groups, teams, management, organisations and business culture, according to need.

Corporate Therapy works by giving attention to the organisation from all directions - top down and bottom up - from the Vision and Mission, through strategies for achieving them, leadership actions, people practices, structures, competitive contexts, cultural norms and change, decisions and performance right through to the expectations and behaviours of people.

The factors that shape corporate culture strongly influence behaviours and decisions. These, in turn, help to determine performance. Thus behaviour and decisions are the most important "outputs" of culture. This is why they are the fulcrum of corporate success.

Studies from all sectors of successful commercial and professional enterprise indicate that the most effective efforts reflect the following logic:

1. In any organisation, high performance comes from appropriate behaviours and decisions on the part of its people.
2. Culture determines behaviour and decision patterns.
3. The characteristics of culture and the forces that shape it can be defined.
4. To reshape culture, or to maximise the benefits of the existing culture, managers must be aware of these characteristics and shaping forces and work with them directly and indirectly.

The principal challenge is to adjust all the "inputs" or influencing factors so that they operate in balance and harmony.

Strong cultures with a good fit to strategy – and the business results or potential to prove it – attract the best people. Many enterprises draw their strength and competitiveness from a single source – their people.

The best people are attracted to firms that actively support values such as integrity, quality and care for the individual.

Such organisations have come to recognise that:

- A. People costs are the largest single element of operating costs and
- B. The marginal revenue generated by "switched-on" people can make the difference between success and mediocrity.

Developing an environment to forge values and focus on people does not just create a nice place to work. It is about achieving all objectives in the vision.

To achieve these objectives there needs to be recognition of the relative significance of all the influencing factors and resources available to design and implement the changes required. *This is powerful management.*

Corporate Therapy provides energy and direction to achieve balance and harmony and to manage paradox effectively.

This enables enterprises to better achieve their visions using effective strategies relevant to all the stakeholders in appropriate balance.

Corporate Therapy improves performance at every level.

It is tailored to the specific requirements of each client in every aspect.

This means it is tailored to fit your corporate culture and your people because it operates on an individual basis.

Corporate Therapy is especially valuable in multi-cultural environments.

It is also tailored to fit national and regional cultures. This enables a more effective competitive advantage by building on the existing culture and not imposing foreign or unnatural expectations.

Corporate Therapy better enables enterprises to operate successfully in the global business environment.

Client List	The National Trust University of Luton Health and Safety Executive Suffolk County Council Faber Maunsell	Cambridge University Examination Syndicate Colchester Business Enterprise Agency Norfolk County Council Ipswich Borough Council Solicitors and Property Consultants
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Tim Mills has over 20 years experience in directorships, team management, capital and revenue projects, commercial operations, business risk assessment, change-management and corporate integration programmes. He has provided consultancy services for individuals and enterprises in the private, public and not-for-profit sectors for 6 years. He specialises in enabling clients to identify and effectively deal with barriers to success.

He is also a practising psychotherapist and provides management consultancy, corporate therapy, coaching and psychotherapy services for organisations and individual clients across the UK and Eire.



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