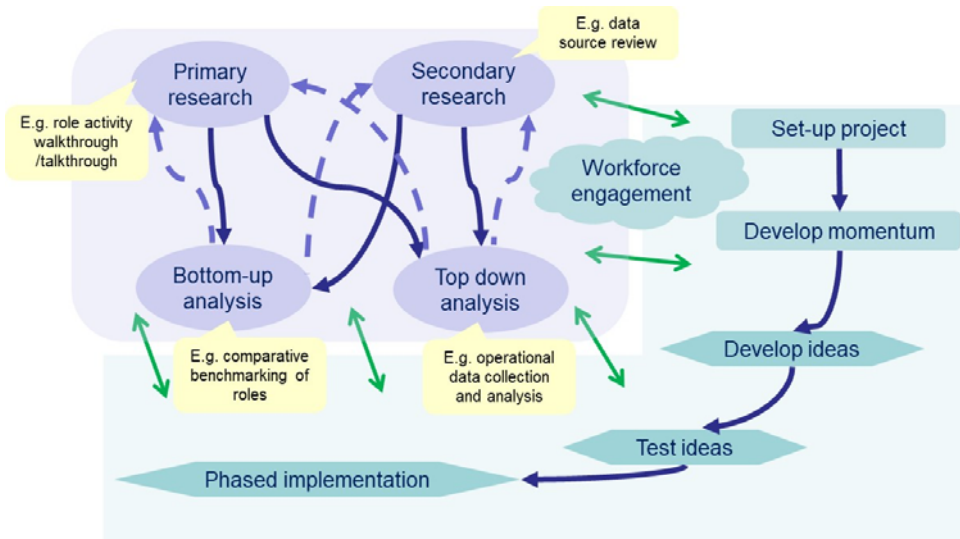




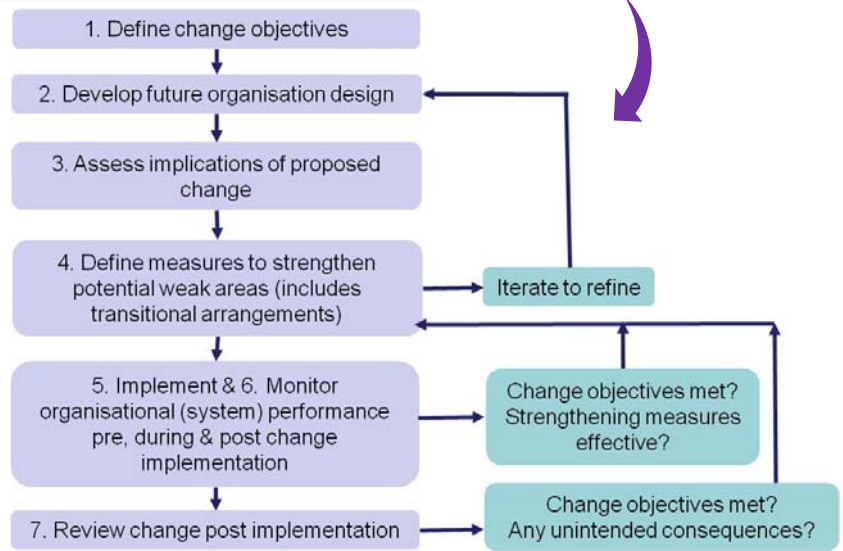
Organisational Design, Development and Change



Pegasus Consulting Support (Pegasus) provides highly skilled and experienced consultants across a wide range of sectors to solve problems, improve performance and manage risk. Pegasus specialises in analysing and understanding the combined performance of technology, people and organisational processes. Pegasus consultants have extensive experience in applying these skills to complex and critical organisations and activities to develop practical and accessible tools and solutions.

Pegasus consultants have extensive expertise and experience in supporting clients with organisational design, development and change management across a wide variety of organisations and sectors.

Often Pegasus consultants work in highly regulated sectors where adequate assessment of the implications of proposed change and management of risk is required to be demonstrated to a 3rd party regulator.



Managing organisational change

Pegasus provided organisational support to a major refinery restructuring project across the entire organisation. The change was highly complex and involved significant CAPEX investment, major operational changes and increased outsourcing as well as significant headcount reduction.

The organisational change support was provided throughout the MOC process from the development of change objectives, MOC process and organisation to the development of the proposed future organisation, assessment and strengthening, followed by implementation with transition arrangements and KPIs.

Pegasus provided coaching and decision-making support to Supervisors, Managers, Senior Managers and the wider workforce and supported Regulator inspections.

Change Project Manager to Pegasus' consultant after a workshop with shift and day Operations staff: *'Many thanks again for all your hard work and making today a success.'*
 Shift Supervisor who was highly involved during the change process to Pegasus' consultant: *'Just wanted to say a thank you for your time and patience during the last 20 odd months.'*



Organisational design and development

Pegasus provided organisational design and development support for a chemical manufacturer with two top tier COMAH sites. Support began with elicitation and development of strategic objectives with the Manufacturing and HR Directors.

Subsequently, Pegasus liaised with Directors, each site leadership team, technical specialists and operations and maintenance staff to develop and agree the project parameters and approach and to develop project momentum and workforce engagement.

Pegasus provided support throughout the subsequent MOC including the agreement of change objectives with each site leadership team aligned with the strategic objectives; the MOC process and organisation used across the company and at each site; development of the proposed future organisations, assessment and strengthening followed by implementation with transition arrangements and KPIs. Pegasus provided coaching and decision-making support to both Site Leadership teams and advised on regulatory requirements under COMAH.

The key work streams, which emerged during the project and were found to be applicable to both sites with different local emphasis, covered: occupied buildings, organisational and individual performance, process control and control room upgrade. There were several components within each workstream involving different technical specialists and workforce teams within the client's organisation.

Manufacturing Director to Pegasus' consultant and one of the Site Managers after a progress review meeting: *'Thanks to both of you – inspirational stuff! What you are doing has the potential to transform this site and lay strong foundations for years to come! I eagerly await your recommendations for Phase 1. Highlight of the week for me.'*

Other Site Manager to Pegasus' consultant after review of a particular section of the organisation: *'As always fair and balanced.'*



Pegasus supports public and private sector organisations to explore, define, implement, review and improve their:

- Processes and systems;
- Organisational design and culture;
- Leadership
- Technology;
- Performance; and
- Reduce risk.

Independent and objective audit and review

Pegasus undertook an independent review of the approach and processes used to design and manage a major organisational change across a steel manufacturing business division. Pegasus advised ways to manage the change process to secure regulatory compliance, process safety, personal health and safety, environmental, product quality and business performance improvements.

Pegasus Consulting Support Clients

Aquatera	Tata Steel Projects
Bindmans LLP	TOTAL LOR
Ecologic	Unilever
GrowHow	
Murco Petroleum	
Tata Steel	

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