

## PRODUCTS OFFERED BY TRIPLE BRAIN SOLUTIONS – “A Synopsis”

SERVICES	PURPOSE	METHODOLOGY	PROCESS	OUTCOME	COST
<b>INDIVIDUAL</b> Change	To <b>align</b> the individual’s strengths with the business strategy	To <b>determine</b> individual and team/company <b>fit</b> and to co-create an action plan where required	<ul style="list-style-type: none"> <li>• Individual Structured <b>Interviews</b></li> <li>• <b>360 Assessments</b></li> <li>• Individual <b>Feedback</b></li> <li>• <b>Action Plans</b></li> </ul>	<b>High</b> performing individuals	Based on <b>scope</b> and <b>volume</b> and negotiable
<b>TEAM</b> Change	To <b>align</b> the team’s strengths with the business strategy	To <b>leverage</b> the <b>strengths of the team</b> to ensure optimal <b>alignment</b> with the <b>business strategy</b>	As above for Individual Change <u>plus</u> : <ul style="list-style-type: none"> <li>• Team performance <b>assessment</b></li> <li>• Team performance <b>feedback</b></li> <li>• Team performance <b>development</b></li> </ul>	<b>High</b> performing teams	Based on <b>scope</b> and <b>volume</b> and negotiable
<b>CULTURE /</b> Organisational Change	To create a <b>high performing</b> organisation	To leverage both <b>behavioural</b> and <b>systemic</b> levers (“Coherent Transformation”) to <b>achieve</b> and <b>embed</b> culture change	<ul style="list-style-type: none"> <li>• Determine the <b>current state</b></li> <li>• Determine the <b>future state</b></li> <li>• Determine the <b>Leadership; Engagement and Value</b> behaviours for the future state</li> <li>• Implement <b>top down</b> and <b>bottom up</b></li> <li>• <b>Track and monitor</b></li> <li>• <b>Recognise</b> positive behaviour</li> </ul>	A <b>high</b> performing organisation	Based on <b>scope</b> and <b>volume</b> and negotiable

<p><b>CHANGE Management Methodology</b> (Prosci ADKAR Model)</p>	<p><b>Professional Change Management Practices</b></p>	<p>Applying <b>ADKAR</b>:</p> <ul style="list-style-type: none"> <li>• Awareness</li> <li>• Desire</li> <li>• Knowledge</li> <li>• Ability</li> <li>• Reinforcement</li> </ul>	<p>Applying <b>ADKAR principles</b> in each phase of a <b>change project</b>:</p> <ul style="list-style-type: none"> <li>• Business <b>Need</b></li> <li>• <b>Concept and Design</b></li> <li>• <b>Implementation</b></li> <li>• <b>Post Implementation</b></li> </ul>	<p><b>Change objectives</b> agreed are change objectives <b>achieved</b></p>	<p>Based on <b>scope</b> and <b>volume</b> and negotiable</p>
<p><b>PROJECT Management Methodology</b> (PMBOK)</p>	<p><b>Professional Project Management Practices</b></p>	<p>Applying <b>PMBOK</b>:</p> <ul style="list-style-type: none"> <li>• Project <b>Integration</b></li> <li>• Project <b>scope</b></li> <li>• Project <b>Time Management</b></li> <li>• <b>Costing</b></li> <li>• <b>Quality</b></li> <li>• <b>Human Resources</b></li> <li>• <b>Communication</b></li> <li>• <b>Risk Management</b></li> </ul>	<p>Applying <b>PMBOK principles</b> in each of the <b>Process Groups</b> of Project Management:</p> <ul style="list-style-type: none"> <li>• Project <b>Initiating</b></li> <li>• Project <b>Planning</b></li> <li>• Project <b>Execution</b></li> <li>• Project <b>Monitoring</b></li> <li>• Project <b>Close-out</b></li> </ul>	<p><b>Planning and execution as per agreed plan</b></p>	<p>Based on <b>scope</b> and <b>volume</b> and negotiable</p>