

Oxford Libero Consulting



Overview: Our Company

The vision of the Oxford Libero Coalition is: **“To be sought out to solve the most difficult problems in the World”**.

Oxford Libero is a consultancy founded in Oxford, UK by a number of graduates of the University of Oxford. Mr. Michael Dumelie, our Regina based Partner, has experience in the redesign of over three dozen organizations. He has a B.Admin. from the University of Regina, is a Certified Management Accountant (CMA) and has an MBA from the University of Oxford.

Mr. Dumelie and his partners have assembled a team of high quality professionals with experience in: strategy and strategic human resource management; leadership; enterprise architecture; quality program development; project management and project management office development; business intelligence; business continuity; business analysis and business process management. In addition, we have unique skills in information management and decision system design.

Our Focus

Many consultancies are built to provide analysis and advice, or people, to augment your current resource requirements. At Oxford Libero Consulting we see our role as providing capacity development for our clients. We are able to provide training and senior consultants to mentor your organization through the implementation of any of our program areas.

Our program is built around comprehensive organizational redesign or redevelopment. In addition to providing top quality consultants, developing programs and managing large and small projects, we are able to assist with the integration of multiple organizations or the redevelopment of your leadership team. All of our programs are sub-programs of our approach but can be implemented independently.



Summary: Our Program

There is no silver bullet. Organizations are not reformed by one, two or three day courses. Adding a single program can improve organizational efficiency but will not transform your organization. Leadership does not come from a 'magic wand'. Change does not happen because the leader says so, but through a comprehensive integrated program that changes every aspect of an organization.

At Oxford Libero Consulting, the extensive experience we have in organizational redesign forms the foundation of our integrated reform approach. It allows us to take on the most complex change initiatives. It also means that we can support the introduction of any of our programs while keeping the big picture of your organizational change in mind.

In addition to a strong program, Oxford Libero Consulting is proud of the quality of its consultants. Our focus on capacity building means that we need to attract

top quality consultants. Our consultant model attracts senior consultants and provides a large annual training allowance to keep them current. Early in their tenure with Oxford Libero Consulting all consultants are expected to be trained in: project management; project systems (PMO establishment, etc.); Prosci Organizational Change Management; innovation; business analysis; business process management; and Matrix Management 2.0. All programs are offered internally in our consultancy. All of our consultants are also encouraged to further their skills supported by our training allowance.

At Oxford Libero Consulting we are able to assist you with comprehensive organizational redevelopment, program implementation, providing top quality resources to assist in your internal projects and building your internal capacity.



The Oxford Libero Way

Organizations seek to undertake two types of organizational change, radical and incremental. Programs like Six Sigma, Lean, etc. are excellent for the incremental changes most well designed organizations need (Process Control in Figure 1). We recognize these as critical programs for ensuring on-going incremental change. This is important for maintaining the momentum after the implementation of our radical change process. However, it doesn't enact radical change.

Our process seeks to rebuild the organization to meet its strategic needs. We completely redesign the operation and then 'burn the bridges behind us' to ensure that the organization cannot resume its old ways after the change. To do this requires a complete rethink and redesign of: organizational culture; vision; mandate; strategies and objectives; processes and workflows; policies and business rules; accountabilities, roles and responsibilities; decisions and

information requirements; technology and infrastructure; procedures; and then a program of process control to keep the program evolving.

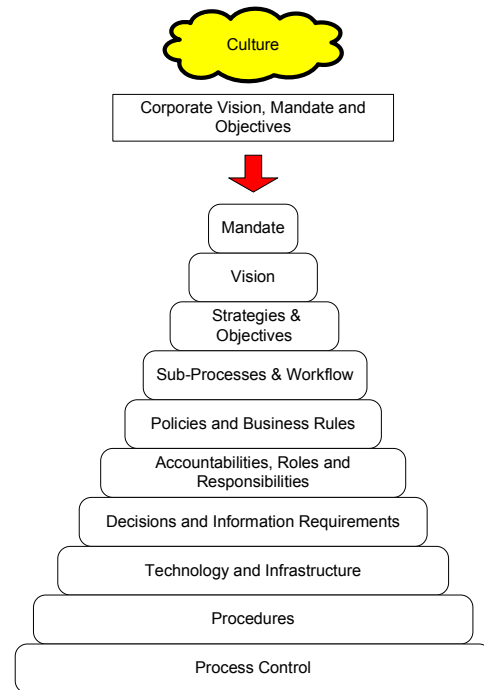


Figure 1: Oxford Libero Change Model



How Our Program Works



Figure 2: Oxford Libero Consulting Delivery Program

We can offer each of our programs independently. For organizations looking to effect significant change, all of our programs seamlessly integrate into a single program. By combining our: Strategy Program; Leadership Program; Business Intelligence Program; Enterprise Architecture and Quality Program, we are able to completely redesign and implement a comprehensive and sustainable change for your organization (Figure 2).

In addition to these programs we have a series of support programs that assist in the implementation of effective organization projects (Figure 3).





Figure 3: Oxford Libero Consulting Comprehensive Program Model

To support our comprehensive program requires the ability to deliver. Our project management/program management program ensures that the implementation is well managed and strategically focused. Our change management program ensures the support of the people in the organization for the change which quickens the impact of the initiative and ensures the organization meets its

objectives. Our Business Analysis and Business Process Management programs provide further tool sets for facilitating and documenting organizational change both operational and technical. Our Matrix Management 2.0 program provides a unique accountability framework and organizational structure that readily adapts with your organization changes, resulting in less structural upheaval.



More Information...

For more information on our program and each of the sub-programs we offer, please consult our website at www.oxlib.ca or contact us for our more detailed documents describing each of the programs we offer. We are happy to provide additional details on our programs and about our consulting group.

We also encourage you to visit our website and follow us on Facebook and Twitter. We are happy to provide briefings in each of our areas of expertise. We often have unique perspectives that you may find interesting or even provocative. We also provide information regarding public courses being offered by Oxford Libero Consulting throughout the year.

Contact Us:

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