



Transformation that works beyond the PowerPoint.

Independent transformation leadership for complex organisations - turning ambition into practical operating models, deliverable portfolios and lasting change.

WHERE I HELP

Transformation

Strategy and mobilisation

Operating models

Design and implementation

Portfolio leadership

Grip, pace and decisions

AI-enabled services

Redesign around automation

SELECTED EVIDENCE

- Advised the executive team of a 1,400+ person regulator and designed a profession-led operating model for more flexible deployment of expertise.
- Developed institution-wide service and operating-model options for a globally recognised research university with a complex devolved structure.
- Connected enterprise portfolio leadership with a 2040 direction for AI-enabled public services, future capabilities and operating-model transformation.

TYPICAL ENGAGEMENTS

- Transformation director or senior interim leadership
- Target operating model diagnostic, design and mobilisation
- Enterprise portfolio mobilisation, reset and governance
- Executive advisory on complex or politically sensitive change

Steve Strain - Chartered MCIPD

Senior judgment. Hands-on delivery. Rigour without the theatre.

HOW I WORK

01 Diagnose

Get to the real problem quickly

02 Design

Make choices and trade-offs visible

03 Mobilise

Build ownership, capability and pace

04 Embed

Make the change work in practice

START WITH A STRAIGHTFORWARD CONVERSATION

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