

Traditional change management is history.

The velocity at which the world is changing means that organisations need to be able to thrive in a state of constant, rapid change. This can be daunting for leaders and employees alike.

“Is my team capable of handling the challenges of constant change?”, “Is this too much change all at once?”, “How can I support my organisation through change with a proven approach?”.



An introduction to
Alchymy



Key features of Alchymy®

Like the ancient alchemists that pursued a method for turning base metals into gold, we have developed a new application of scientific principles. **Alchymy®** is a digital platform that integrates Transformation Sciences' tools and methodology into a single portal, providing change leaders with valuable insights that enable the deployment of tailored, data-driven change plans: pure gold.

Universal view of all inflight changes in your organisation, enabling better portfolio planning, resource deployment, and risk management

A transformation database so you can retain insights, develop trend data, and continuously enhance your ability to more effectively plan and deploy change in your organisation

Visual representation of all the changes causing resistance or "hotspots" across multiple programs enabling focused troubleshooting

Detailed, point-in-time understanding of all the changes impacting a particular group

Integrated plans that synthesize cross-project change impacts and interventions, simplifying change engagement and managing change fatigue

We knew there had to be a better way.



But, we knew we had to go even further than that.

This is why we developed empirically-proven approaches to enable people and organisations to effectively embrace transformation.

We call it **Transformation Sciences®** and are proud to have supported our clients' delivery of world-first initiatives across multiple industries using these tools and methods.

We bring together deep capabilities and a partner-based approach that is data-driven and harnesses the strengths of our client's leadership teams.

Alchymy® delivers transparency, consistency, and actionable insights built on a knowledge base unique to your organisation so you can effectively manage change.

We evolved our methodology to include digital tools that make it quicker to act with greater certainty and effectively lead change in organisations and teams.

Simple digital tools to:

- Assess a team's level of support for a change initiative - **AdapterGauge®**
- Understand the size and impact of change for a particular area or across the organisation as whole - **ChangeScope®**
- Evaluate leaders' capacity to lead change - **LeadApt®**

Our **Change Leadership Series®** develops change leadership competency within teams to foster the experience, skills, and knowledge necessary for leaders to become truly transformational.

We have used these tools and applied our methodology across global organisations in industries including Mining, Oil and Gas, Transport, Government, Financial Services and Fast-Moving Consumer Goods.

When it comes to managing change in your organisation, Alchymy® delivers improved transparency, operational awareness, and the ability to make informed, data-driven decisions.

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The Terrace Initiative

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**We build strength from within
to enable change that lasts.**