

A PROFILE OF PARR LAMOND & ASSOCIATES



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ORGANISATION DEVELOPMENT CONSULTANTS

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WHO WE ARE & WHAT WE DO

Parr Lamond & Associates is a Cape Town based Organisation Development consultancy that has been in practice since 1987. We are Organisation Development specialists whose focus is on developing leaders capable of shifting corporate culture. We help leaders to create conditions that enable the people around them to perform at their peak.

WE DEVELOP ORGANISATIONS TO BE FIT FOR THE FUTURE

As political and economic conditions grow more complex and competitive, organisations must evolve to higher levels of performance. A combination of wide-spread strategic thinking, adaptiveness, realism and resilience makes organisations fit for the future. We stretch people's perceptions of what is possible and our processes grow their capacity to achieve it.

WE COACH LEADERS WHO REINVENT THE GAME

21st century organisations raise their performance only if leaders first make sense of the increasing complexity, and then guide the evolution of their organisation. They do this by keeping people learning and developing. Our processes grow leaders who have the intrinsic authority to get the kind of performance that differentiates organisations.

WE RELEASE THE SYNERGY IN TEAMS

Break-through ideas, high energy and excitement and a collective striving for achievement are all hallmarks of team performance. Our processes give teams the insight to access the wealth of their knowledge and the skills to integrate it.

WE TURN INDIVIDUAL POTENTIAL INTO PERFORMANCE

An organisation's potential for greatness depends on the mental and emotional resourcefulness of its people. People's mindsets and thinking skills, their emotional intelligence and their maturity determine the quality of their performance. We are skilled facilitators of personal growth.

HOW WE THINK & WHAT WE BELIEVE

We believe that Organisation Development achieves its purpose if it is driven by strategy and designed to achieve a marked difference in performance. Our interventions therefore have a serious impact on the way people think, feel and act. We add the most value when we work alongside leaders, assisting them to achieve more with less. We get results by integrating individual and organisation development. We work across levels and silos using a systemic approach to create transformational change.

Our interventions are designed to impact:

- ⇒ the way people *think* and the degree of complexity they can manage
- ⇒ the way people *feel* about themselves and others and the achievements of which they are collectively capable
- ⇒ the way people *act* and therefore the effectiveness and efficiency they are able to generate together.

We are deeply committed to making a difference in South Africa. The work we do is intended to develop people and organisations that will contribute to Africa's renaissance. Our interventions give people the insight and the foresight to make informed choices for themselves, their families, their businesses and their communities.

The future will not just happen if one wishes hard enough.
It requires decision – now. It imposes risk – now. It requires action – now.
It demands allocation of resources and above all, of human resources – now.

Peter Drucker.

THE SERVICES & PRODUCTS WE OFFER

The level of performance required to compete in the global arena is light years ahead of previously accepted standards. Managing socio-political transition at the same time, is extremely challenging. Competence of this order does not just happen. It has to be proactively developed. This is the work that we do.

Our approach to learning falls into two categories; leadership and organisation development processes/products and coaching. Leadership development and organisation change is achieved through providing organisational and individual assessments, workshops offering theory, experiential learning, self-reflection and feedback. Our approach to coaching combines assessments and 360° feedback in addition to regular one-one-one sessions with our clients. Our processes and some products in the areas of Organisation Development are listed below. Our approach to coaching is described overleaf.

CHANGE PROCESSES

We are process consultants and therefore recognise that each client's circumstances are unique. We begin each piece of work by establishing its strategic motivation, defining the gap and agreeing an ideal re-design with the company's executive leaders. Working in concert with them and with their sponsorship, we facilitate development in the areas of:

- Strategic vision and organisational alignment
- Leadership and team development
- Cultural adaptiveness and resilience

DEVELOPMENT PRODUCTS

Each product described below is always adapted to our client's specific requirements.

- ⇒ STRATEGIC THINKING
Global Mindshift: An introduction to the New Economy and Systems Thinking
- ⇒ CHANGE MANAGEMENT
Recovery2Reinvention: A comprehensive change management process for transformational cultural change in organisations
- ⇒ LEADERSHIP DEVELOPMENT
Deep Change Leadership: A leadership development process for senior managers
- ⇒ CULTURE DEVELOPMENT
The Vitality Process: A process for developing organisational resilience and resourcefulness
The Power to Lead: A leadership development process for executive women
- ⇒ TEAM DEVELOPMENT
Synergy-in-Action: A process for building team relationships

COACHING SERVICE

Our coaching leads people to discover their own resources and to develop the confidence to use them. We provide people with opportunities to learn through self-reflection and through feedback from ourselves, from co-workers and from psychological assessments. We support this learning by drawing on theoretical models developed in the disciplines of psychology, business and social science.

We believe that successful leadership coaching provides people with the capacity to:

- question their assumptions to understand more accurately what is going on around them
- stand apart from the day-to-day events of their lives to get perspective
- develop the mental agility to respond rapidly and flexibly to what's new or unexpected
- reflect honestly on themselves, learn from their experience and use the insight proactively
- grow the internal authority that gives them credibility and the capacity to influence
- develop the resilience they need to cope with adversity
- hone their skills in providing strategic clarity, managing meetings, providing performance feedback and confronting conflict.

OUR CREDENTIALS

LOUISE PARR BA M PHIL (CUM LAUDE)

Louise's career began as a lecturer at the University of Cape Town (UCT) where she taught organisation communication skills to both under- and post-graduate students. In 1987 she began consulting independently to meet the need for leadership and team development in business. In 1993 with the growth of the business Louise approached Pam Lamond and Parr Lamond & Associates was formed, with its focus on strategic transformation in organisations. Louise believes business success hinges on providing leaders with the insight and skills to mould the identity of their organisations. On-going academic development is important to Louise and her Masters in Future Studies serves as a solid foundation for critical thought. But it is her ability to reflect carefully on her experience with corporate clients and offer practical advice that ensures her insights remain relevant. Louise's abundant approach to life is reflected in her bountiful garden, where she regularly finds time to unwind.

PAM LAMOND BA M PHIL (CUM LAUDE)

Pam Lamond has been a partner in Parr Lamond & Associates since 1993. Pam started her career as a nurse and midwife but soon realised her talents lay in healing of a different kind. For the past 15 years Pam's work in organisations has focussed on assisting leaders and managers to create conditions that enable their people to be their most productive and resourceful. Her particular expertise lies in deepening executive leadership competence so that her clients are able to lead their organisations with greater insight and confidence. Pam's authority is widely respected and she has been a guest speaker and panel member at many HR and Organisation Development seminars and workshops, both locally and internationally. Since completing her Masters in Future Studies Pam has remained closely associated with the leading business schools in the country, having lectured in both Cape Town and Stellenbosch. She is also determined to improve her golf handicap and when not in the office can be found driving hard down the fairway at Steenberg.

LAURA JAMES B BUS SC (ORG PSYCH, HONS)

Laura joined Parr Lamond & Associates in 2008. Prior to joining the consultancy she spent seven years in the fields of human resources and learning & development, in both London and Cape Town. Laura has worked in a range of organisations: a large multi-national law firm, a start-up specialist HR company and a highly successful national retailer. During her corporate career, she developed a rigorous and pragmatic approach to leadership and management interventions. Her passion lies in deepening people's individual insight and thereby increasing the choice they have about the way they want to live in the world. Laura is a firm believer in work-life balance and loves exploring the beautiful country she lives in. She combines these two pursuits by spending as many weekends in the country as her social life allows.

NIC LAMOND BJOURN MBA

Nic joined Parr Lamond & Associates in 2008. After completing a Bachelor of Journalism at Rhodes University he worked for five years in the media industry in Australia, returning to his beloved South Africa to complete his MBA studies at UCT's Graduate School of Business. In his roles as a journalist and editor Nic enjoyed great success in the strategic repositioning and relaunching of a number of magazine titles. It was in managing the high-pressure deadline-driven environment of consumer publishing that Nic discovered his true passion lay in developing the capacity of others and facilitating the cohesion of working teams. Nic is passionate about the endless opportunities for personal growth and learning he believes are unique to South Africa. He is also an enthusiastic mountain biker who regularly tortures his bicycle and body in endurance events.

OUR CLIENTS

Brandhouse
Basic Hydraulics
Hollard Insurance
Fairheads Group
Odgers Ray Berndtson
Cape Town International Convention Centre
Nedbank Corporate
Nedbank Retail Banking Division
Nedbank in Retailers
Pick n Pay Go Banking
Old Mutual South Africa
Praxis Computing
Pricewaterhouse Coopers
SAP Southern Africa
SOS Children's Village
Graduate School of Business, University of Cape Town
Graduate School of Business, University of Stellenbosch
Ernst & Young
Nampak
Garlicke & Bousfield
Commission for Conciliation, Mediation & Arbitration
Groote Schuur Hospital, Department of Neonatology
Street Universe
Findlay & Tait Bowman Gilfillan