



SUMS' delivering change hub

Successful, lasting change takes people power. As institutions navigate funding pressures and increased competition, they need a positive, purpose-driven culture to deliver transformation on the ground. By embedding this approach at all levels of the institution, they can respond effectively to global challenges and maintain their relevance in the rapidly evolving landscape.

At SUMS we know that the day-to-day can get in the way of making the changes you need. That's why you need a partner you can trust to work alongside your teams on the ground as well as at a strategic level. We use our expertise to give you actionable insights on how to achieve success. And we act as a critical friend to drive the shifts you need, as well as providing coaching and mentoring so that your people develop the skills to make change stick.

We support universities to build their capability to deliver sustainable change through a wide range of tailored services, including:

- **Leadership development and coaching.** We design and deliver leadership development programmes for individuals and teams throughout the key stages of their career. From future leader pipelines to executive coaching and specific academic leadership support, our work helps HE professionals step confidently into change leadership roles and build resilience in uncertain times.
- **Change management.** We provide expert consultancy to develop and embed tailored change management approaches. This includes building change frameworks, enhancing institutional readiness for change, and delivering training and tools to embed change capability across your institution.
- **Targeted project support.** Our consultants can lead or support the delivery of complex change initiatives, such as service redesigns, programme reviews, or business process improvement projects; ensuring your goals are achieved on time and with lasting impact.

Visit our website for more information about all of our services in the delivering change hub including:

- Change Management Community of Practice Group
- shaping a strong organisational culture
- interim leadership and management.