

Enriching the way we work

Many businesses can often wrongly adopt a 'stick your head in the sand' attitude once they face the issue of personnel. Instead of identifying and addressing the gaps within their business strategy, they merely gloss over the problems, hoping that they will sort themselves out, which unfortunately, never happens. The key to a thriving business is the enthusiasm and performance of its staff and it is essential that their potential is unlocked.

Formed by husband and wife team, Mike and Liz Rich, Enrich Organisational Development recognises that your prime resource is your people. By engaging, harnessing and focussing your staff's passion and energy, you will encourage their discretionary contribution and ensure your future success.

'here and now'; businesses must look to the future. Where do they want to be in a year, five years, fifty years time? So many consultancies tell their clients where they are going wrong but fail to offer practical solutions. Enrich realises that in order for business plans to come to fruition, shortfalls must be identified and

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Each with over fifteen year's real life, practical business experience at all levels, and qualifications in a wealth of psychometric tools, Mike and Liz's expertise lies in defining and delivering strategies in order to build performance and capability across a wide range of business sectors.

“When a company is being set up, it needs to have a sound strategy,” Liz begins. “It's not all about the

the relevant interventions made. And we follow the project from beginning to end, keeping the relevant parties involved and informed at each stage.

“Whilst an organisation's specific business itself is important, developing people to become better leaders, retain and recruit staff and enhance their behavioural skills is even more vital to the success of any company,”



Mike explains. "The way in which we do this is to actively engage with organisations to help them envisage the future, endorse what is needed, enable current capability to be identified, and enhance personal and organisational performance."

Liz agrees. "We can't boast to being the largest consultancy that specialises in people and performance, but we see this as a distinct advantage as we can provide organisations with a truly personal and bespoke service. We are enthusiastic and take professional pride in our work, we don't send in the 'B Team' once the business is won, but always view our clients as the true priority".

The company's professionalism and ability has not gone unnoticed. Having worked as consultants for the Human Resources Directorate at the Foreign and Commonwealth Office for over a year, Enrich has been involved in running Assessment & Development Centres for internal selection and promotion for middle and senior management level. Amongst other things this has involved centre design and logistics; training both in-house and external assessors; lead assessing; coaching; development clinics; and team building. As the Directorate's Assistant Director, Gerry Reffo recently stated, "Liz is one of our most valued assessors because she delivers consistently high quality, perceptive and fast assessment of candidates. She is exceptionally knowledgeable about personal

development and delivers high quality and tailored development feedback to candidates - that is comprehensive and well received. She is flexible and resilient and able to respond effectively to changes and last minute crises."

She goes on to say, "I employ a number of consultants from a range of organisations and I am able to compare and contrast their knowledge and skills. I would rate Liz in the top 5% of those I have worked with and employed."

Gerry is not the only one to commend Enrich's professionalism and dedication. Emma Francis, Head of Learning & Development, Parliamentary & Health Service Ombudsman explains, "We selected Enrich to work with us to roll out a 360 degree feedback exercise for all our middle managers and above. The objective of the project was to help to support our leadership and management development programme, as well as our organisational transformation process. From day one, Mike and Liz worked within our very tight deadlines demonstrating flexibility and good project management skills. The key value of working with the Enrich team was their ability to allay fears about 360, demystifying it as a concept and putting our managers at ease in one to one feedback sessions. This project has provided a valuable platform for both personal and organisational development and we intend to repeat a similar exercise in the future to benchmark our progress."



Liz Rich

Working with senior management teams, Liz specialises in creating and delivering custom solutions in the areas of organisational performance, leadership development and talent management. She helps clients to implement strategic plans and address the business challenges caused by changes in the business environment, growing market share, driving innovation, restructuring, retaining talent, integrating acquisitions and improving performance.

Liz has considerable personal experience of defining and influencing the strategic direction of HR issues, particularly in relation to all recruitment, retention and development policies, linking in with management development, performance management, succession planning and remuneration.



Mike Rich

Focusing on middle and senior management levels, Mike specialises in talent identification, development and retention. He has partnered with major UK and global organisations to achieve key business outcomes.

Mike has extensive experience in designing and delivering assessment programmes for middle managers and senior executives. He is also a highly skilled developer of senior level capability through one-to-one and leadership development programmes. Mike is a qualified practitioner in Strategic Leadership Assessment and Development (Management Research Group), and he has significant training and experience in both individual and team coaching.



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