



Readiness Partnership Program™ Overview

Building Organisational Readiness.
Enabling Adaptive Execution.

Readiness Partnership Program™ Overview

ORGANISATIONS DO NOT BECOME READY THROUGH A SINGLE INTERVENTION. READINESS IS BUILT THROUGH THE DELIBERATE DEVELOPMENT OF THE CONDITIONS THAT SUPPORT MOVEMENT, ADAPTATION AND CHANGE.

Executive Summary

The Readiness Partnership Program™ (RPP) is designed for organisations seeking to move beyond episodic change activity and develop readiness as an enduring organisational capability.

Following completion of the Readiness Snapshot™ and Readiness-Centred Leadership Intensive™, this partnership provides a structured pathway for understanding, strengthening and sustaining the conditions that support organisational movement, adaptation and successful change.

Why Organisations Struggle

Most organisations do not struggle because leaders lack commitment, effort, or good intentions.

They struggle because the conditions required for successful movement, adaptation and implementation are often poorly understood, inconsistently managed, or allowed to develop by default.

As a result, organisations can find themselves investing significant time, energy and resources into initiatives that fail to achieve their intended outcomes.

Competing Priorities

Many organisations operate under increasing pressure from competing demands, shifting expectations and limited capacity.

As priorities accumulate, focus becomes fragmented. Leaders and teams may find themselves attempting to progress multiple initiatives simultaneously without sufficient attention being given to the conditions required for successful implementation.

Capability Gaps

Organisations frequently ask people to perform in environments that demand new capabilities, behaviours and ways of working.

When required capabilities are absent, underdeveloped or unevenly distributed, implementation becomes difficult, confidence declines and progress slows.

Leadership Inconsistency

Leaders play a critical role in shaping organisational conditions.

When leaders hold different assumptions, communicate conflicting expectations or pursue competing priorities, organisations often experience confusion, reduced trust and diminished momentum.

Alignment cannot be assumed. It must be deliberately developed.

Structural Friction

Many organisational challenges are not caused by individuals.

They arise from the interaction of systems, processes, structures and decision-making arrangements.

Structural friction often appears as:

- Slow decision making
- Repeated delays
- Poor coordination
- Unclear accountability
- Persistent implementation difficulties

These patterns are frequently symptoms of deeper organisational conditions rather than isolated performance issues.

Adaptive Capacity

Organisations may perform effectively in stable conditions yet struggle when complexity, uncertainty or pressure increases.

Adaptive capacity refers to an organisation's ability to learn, respond and maintain coherence while conditions continue to change.

When adaptive capacity is weak, organisations often experience:

- Change fatigue
- Reduced resilience
- Implementation drift
- Repeated cycles of activity without sustained progress

The Readiness Challenge

These issues rarely exist in isolation.

They interact to create conditions that either support or constrain organisational movement.

The challenge is not simply to manage individual symptoms.

The challenge is to understand and strengthen the underlying conditions that make successful movement, adaptation and sustainable change possible.

Purpose of the Readiness Partnership Program™

The purpose of the Readiness Partnership Program™ is to help organisations develop readiness as an enduring organisational capability rather than a temporary response to individual projects, initiatives or periods of change. Readiness is the capacity of the organisation to move, adapt, learn and perform under increasing levels of pressure, complexity and uncertainty.

The partnership exists to help organisations:

Understand Readiness

Develop a deeper understanding of the conditions that influence organisational movement, implementation, performance and adaptation. Rather than focusing solely on visible symptoms, leaders learn to identify the underlying forces shaping organisational outcomes.

Measure Readiness

Assess organisational readiness through structured diagnostics, leadership inquiry and ongoing evaluation. This enables leaders to identify strengths, constraints, risks and opportunities that may otherwise remain hidden beneath day-to-day operational activity.

Develop Readiness

Strengthen the leadership, capability, behavioural and structural conditions required to support successful organisational movement. This includes addressing barriers, reducing organisational friction and improving the organisation's capacity to respond effectively to change and complexity.

Sustain Readiness

Embed readiness into leadership practice, organisational decision-making and ongoing capability development. The goal is not simply to improve readiness for a single initiative, but to establish the conditions that allow the organisation to adapt, learn and perform over time.

Build Organisational Capability

Create a shared organisational framework for understanding, discussing and strengthening readiness. Over time, readiness becomes less dependent on external support and increasingly integrated into the way leaders think, decide and act.

What the Partnership Includes

The Readiness Partnership Program™ combines diagnostics, leadership development and organisational capability development into a coordinated readiness-building program.

The specific activities undertaken throughout the partnership are informed by diagnostic findings and organisational priorities. While the pathway remains structured, the precise emphasis and sequencing may vary according to the organisation's readiness profile and development needs.

Stream One: Readiness Diagnostics and Insight

Understand readiness.

The first focus of the partnership is developing a clear understanding of the organisation's current readiness profile.

Using The Change Gym's readiness diagnostics, leaders gain insight into the conditions influencing organisational performance, movement, adaptation and implementation capability. The purpose is not simply to identify problems, but to understand the underlying conditions generating those problems.

This stream includes:

- Readiness diagnostics
- Diagnostic reporting
- Findings presentations
- Leadership briefings
- Organisational readiness reviews
- Ongoing readiness measurement

Diagnostic findings provide the evidence base that informs subsequent partnership activities and development priorities.

Stream Two: Leadership Capability and Advisory Support

Build leadership capability and Conditional Literacy™.

The second focus of the partnership is the development of leadership capability.

Building readiness requires leaders to understand how conditions influence organisational outcomes and how leadership decisions shape those conditions.

Leaders therefore develop what The Change Gym refers to as **Conditional Literacy™**: the ability to recognise, interpret and influence the conditions that support successful organisational movement.

This stream includes:

- Readiness-Centred Leadership development
- Readiness-Centred Change development
- Leadership alignment sessions
- Executive advisory support
- Strategic readiness reviews
- Leadership coaching
- Progress reporting and recommendations

The objective is to strengthen leadership understanding, improve alignment and increase the organisation's capacity to make readiness-informed decisions.

Stream Three: Organisational Capability Development

Develop readiness throughout the organisation.

The third focus of the partnership is the development of readiness capability throughout the organisation.

Diagnostic findings frequently reveal that readiness constraints are not confined to senior leaders. Sustainable improvement requires capability development among Group Leaders, Coaches and operational teams. Consequently, the partnership provides a range of development pathways that can be adapted according to organisational need.

This stream may include:

Readiness Pathways™

Structured learning and development pathways designed to build readiness capability across different organisational roles and levels.

Leadership Development

Programs and experiences designed to strengthen readiness-centred leadership capability.

Coach Development

Capability development for internal coaches and change practitioners responsible for supporting readiness growth throughout the organisation.

Readiness Coaching Support

Ongoing support through readiness-centred coaching approaches, including the application of IRVEY and the Personal Change Fitness Program where appropriate.

Team Development

Targeted activities designed to strengthen readiness conditions within teams and operational environments.

The specific pathways implemented will be informed by diagnostic findings and organisational priorities. There is no predetermined formula. Development activities are selected according to the readiness constraints and opportunities identified during the partnership.

Intended Organisational Outcomes

The Readiness Partnership Program™ is designed to help organisations strengthen the conditions that support successful movement, adaptation and sustained performance over time. While specific outcomes will vary according to organisational context and diagnostic findings, organisations can expect progress in several key areas.

Greater Leadership Alignment

Leaders develop a shared understanding of readiness, a common language for discussing organisational conditions, and greater alignment regarding priorities, risks and development opportunities.

This reduces conflicting assumptions and supports more coordinated decision-making across the organisation.

Improved Organisational Clarity

The organisation develops a clearer understanding of the conditions influencing performance, implementation and adaptation.

Rather than responding solely to visible symptoms, leaders gain greater insight into the underlying factors shaping organisational outcomes.

Stronger Readiness Capability

Leaders, Group Leaders, Coaches and teams develop the knowledge, skills and practices required to recognise, assess and strengthen readiness within their areas of responsibility.

Over time, readiness becomes an organisational capability rather than an isolated initiative.

Better Implementation Capability

As readiness conditions improve, organisations become better positioned to translate plans, strategies and initiatives into sustained action.

This improves the likelihood that change initiatives, improvement activities, and strategic priorities achieve their intended outcomes

Reduced Organisational Friction

The partnership helps identify and address structural, behavioural and leadership conditions that create unnecessary barriers to progress.

As these constraints are reduced, organisations often experience improved coordination, greater momentum and more effective execution.

Increased Adaptive Capacity

The organisation strengthens its ability to learn, respond and maintain coherence under increasing levels of pressure, complexity and uncertainty.

This improves organisational resilience and enhances the capacity to navigate future challenges and opportunities.

Sustainable Readiness

The ultimate outcome of the partnership is the development of readiness as an enduring organisational capability.

Rather than relying on episodic interventions, the organisation develops the capacity to continually assess, strengthen and sustain the conditions required for successful movement, adaptation and change.

The objective of the partnership is not simply to deliver activities, workshops or assessments. The objective is to help the organisation build readiness as a strategic capability that can be applied repeatedly across future initiatives, challenges and opportunities.

Partnership Commitments

The Readiness Partnership Program™ is a collaborative capability-building engagement. While The Change Gym provides the frameworks, diagnostics, development pathways and advisory support, sustainable readiness growth requires active participation from organisational leaders and key stakeholders. The most successful partnerships are characterised by curiosity, openness to inquiry and a willingness to examine the conditions influencing organisational outcomes.

The Readiness Partnership Program™ is designed for organisations that recognise the importance of developing readiness and are willing to actively participate in that development. While organisations may begin the partnership with varying levels of readiness, successful outcomes depend upon a genuine commitment to inquiry, learning and improvement.

Leadership Participation

Readiness cannot be delegated.

Senior leaders play a critical role in shaping the conditions that influence organisational performance, movement and adaptation. The partnership therefore requires active and ongoing participation from the leadership team throughout the engagement.

Commitment to Inquiry

The partnership is based on exploration and learning rather than predetermined answers.

Leaders are encouraged to examine assumptions, investigate organisational patterns and explore the conditions influencing both success and struggle. The objective is not to assign blame but to improve understanding.

Openness to Diagnostic Findings

The readiness diagnostics are designed to provide insight into organisational strengths, constraints, risks and opportunities.

Maximum value is achieved when leaders are willing to engage openly with diagnostic findings and use those findings to inform decision-making and development priorities.

Support for Capability Development

Readiness development extends beyond senior leadership.

Organisations participating in the partnership should be prepared to support learning, development and capability-building activities among leaders, coaches and teams as diagnostic findings indicate.

Shared Responsibility

The Change Gym is responsible for providing guidance, diagnostics, development frameworks and readiness expertise.

The organisation remains responsible for its decisions, actions and implementation efforts. The partnership works most effectively when both parties share responsibility for learning, development and progress.

A Commitment to Building Readiness

The purpose of the partnership is not simply to complete activities, attend workshops or receive reports.

The purpose is to strengthen the conditions that support organisational movement, adaptation and sustainable change over time.

This requires commitment, attention and a willingness to view organisational challenges through a readiness-centred lens.

Investment

Readiness Partnership Program™

Investment: AUD \$75,000 + GST

Duration: Twelve months

Included in the Partnership

The partnership includes:

- Readiness diagnostics and reporting
- Diagnostic feedback and leadership briefings
- Readiness-Centred Leadership development
- Readiness-Centred Change development
- Leadership alignment sessions
- Executive advisory support
- Readiness reviews
- Leadership coaching
- Organisational capability development
- Readiness Pathways™
- Coach development support

- Readiness coaching support
- Progress reporting and recommendations

The specific activities delivered throughout the partnership will be informed by diagnostic findings, organisational priorities and readiness development requirements. This ensures the partnership remains responsive to organisational needs rather than following a predetermined implementation formula.

Payment Terms

The investment may be paid:

- Annually in advance; or
- In twelve equal monthly instalments by agreement.

Alternative payment arrangements may be discussed where required.

Summary

Readiness is not created through a single initiative, workshop or intervention. It emerges from the conditions leaders create, the capabilities organisations develop and the disciplines they sustain over time.

The Readiness Partnership Program™ provides a structured pathway for understanding, strengthening and sustaining those conditions so that organisations become increasingly capable of moving, adapting and performing in the face of complexity, uncertainty and change.