

Service Snapshot: Eclipse Overview

People are central to your company's performance. With Eclipse we present a scientific, validated approach which enhances corporate performance by identifying, changing and aligning your peoples' behaviours to help them achieve their best.

Eclipse Suite

Eclipse is an online diagnostic tool that focuses directly on improving job performance.

It is a high impact, non-invasive way to get to know your people, and enable them to perform better.

And it is proven to work.

Behaviour and Performance

Definitive research by Walter Mischel of Stanford University found that personality predicted less than 10 per cent of behaviour.

The thing that determines behaviour is the situation. How one behaves in a job is down to the requirements of the job. Effectiveness is therefore a matter of matching behaviour with the requirements of the job.

Eclipse Applications

Our specialist skills in behavioural analysis combined with over twenty years of research and success stories allows us to use Eclipse for a wide range of business applications.

Each of the following applications has a common framework approach, with a highly specialised and customised methodology to drive the results required.

Change Initiatives

Strategic Change

Vision and Values Alignment

Set new behavioural targets for an organisation when a new vision is set and then measure Actual vs. Plan with senior management teams.

Rebranding

New brands can also mean new behaviours towards customers, colleagues and suppliers which require targeted activities aligned to the rebrand program to help achieve superb results.

Mergers & Acquisitions

Merging diverse corporate cultures will involve establishing the new cultural and behavioural norms that need to be achieved.

Operational Change

Policy Changes

New Health and Safety or Environmental requirements often necessitate making behavioural changes in the organisation.

Virtual Team Building

New cross functional teams need to be able to establish identity as well as a new way of working. We can help achieve best in class with our customised "Eclipse Team" product.

Tailored Applications

Corporate Governance

Managing Risk Behaviours

Risk monitoring must take into account risky behaviour sets and their place within the organisation. We build on 40 years of health & safety practice and theory and drive a process to create a culture of integrated risk management.

Enterprise Systems Roll-outs

Templates for Measurable Change

Customisable change templates which set a benchmark for the behaviours that people need to adopt when moving to new, or simply more integrated, systems.

Performance Appraisal Related

Motivation

Best Fit Analysis

Ask what behaviours people prefer in their work and use this to energise the organisation by fitting people to their ideal role.

Talent Development

Career fast tracking

Set career progression targets and then measure progress against those targets over time to help mentor and guide fast track candidates. This approach can also be used to identify future leaders.

Behaviour change

Benchmark and Embed within Organisation

Make the appraisal process more objective by agreeing performance improvement targets at the individual level, and monitoring progress. We can also monitor against corporate values at the same time.

Industry Benchmarking

We are increasingly being asked to help benchmark different aspects of performance, and with Eclipse we have a toolset designed to help you do that.

Measure the Immeasurable

Eclipse lets organisations for the first time measure their human performance, giving a new objective measure: the Return on People (ROP).

strategy people performance

Penumbra is a strategic business consultancy. We bring clarity by using research to drive understanding and direction. We deliver success by balancing experience and innovative thinking.

Whatever your aspiration, we'll provide the tools, information and analysis to turn your strategy into operational reality, in a way that motivates your people to outperform the market.

Overview

Our expertise lies in helping our clients to execute robust strategies and deliver results.

We achieve this by combining a robust management planning system with a focus on people which drives alignment and commitment

We work in partnership with talented and committed leadership teams to help organisations build corporate value with a wide range of customised, cross-functional advisory programmes and services delivered from four complementary service groups:

Strategy

(Development, formulation, implementation and alignment)

Our innovative **Penumbra Balance** approach creates dynamism, drives and sustains momentum and makes strategy real for stakeholders

Organisational Development

(Behavioural issues)

We call our holistic approach **Balanced Motivation** which encompasses activities that improve performance both for the organisation and the individual

Research and Insight

Our stimulating **Clarity** approach draws on our business consulting skills to deliver a mix of business analysis and market research which provides compelling insights for winning decisions.

Operations

The Operations group brings all of our hands-on practical experience to bear on execution and delivery of results.

Our technology enabling approach called **Totality** facilitates business focussed services and solutions, aligned to business needs, for people, processes and tools.

Why Us?

Organisations turn to us when they:

- Want to find a new strategic direction
- Have created a strategy and now need to execute it
- Need to drive more value from existing initiatives
- Have a big issue to resolve, usually dependent on lasting employee buy-in
- Need to explore new ways to drive value
- Need a breakthrough result
- Are seeking measurable results

Our Experience

We have real world experience spanning 20 years with our clients. This includes working with:

BP, Citibank, Morgan Chase, WestLB, RBS, UBS, Bankers Trust, Kleinwort Benson, Coutts, Natwest, Intel, Nokia, Adobe, Kall-Kwik, Glaxo Smith Kline, Dupont, Pfizer, Savills, British Council, Clifford Chance, British Airways, Gillette, Unilever, Shell, Volvo,

Vauxhall, British Gas, TradeStation, MWB Business Exchange, Investors in People, University of Cambridge

On projects such as:

Strategic Planning, Strategy development and implementation, Culture change, Post-Merger Integration, Vision, Purpose and Values, Current State Analysis, Organisation Re-design, Transformational Change, Client Focus Strategies, Perception Studies, Client and Staff Engagement surveys, Global Rebranding, Know your Customer, Market Forecasting, Consumer Insight, Market Segmentation, Process optimisation, Lean/Six Sigma, Project Management, ERP Systems Roll-out, Market Research, Financial Modelling, Franchise Start-up Evaluation models, Cost Benefit Analysis, Implementation Alignment, Strategic Alignment, Complex Database development, Custom Application development, Supply Chain Optimisation

Covering diverse sectors such as:

Financial Services, Pharmaceuticals, Manufacturing, Energy, Mobile Telecoms, Travel and Tourism, Aviation, Property, Hi-tech and Business Services