



From stuck to unstoppable

The Good Change
Workshops

thegoodchange.co.uk



This wasn't another workshop that generated a wall of Post-its and then disappeared. Issues that had been bubbling for months finally surfaced and got dealt with. Some of the changes we made after the workshop resulted in a 90% reduction in enquiries that were taking too much time. Now we can focus on improving delivery.

Director, Public Sector

Leading complex change means carrying constant tension between urgency and uncertainty, delivery and people, clarity and ambiguity. As a leader, when teams underperform, processes break, or systems work against you, it can feel relentless. The weight of expectation sits squarely on your shoulders, often without the space to properly think.

And while it's tempting to reach for new tools or structures, real progress comes from creating the space to think clearly, align decisively, and move forward with intent.

The good news?

When you bring the right people together to think clearly about what problem they're really trying to solve, progress becomes possible again.

Great strategy begins with great conversations

There's strong evidence that teams learn and perform better when people feel safe to speak openly and challenge each other's thinking (Edmondson, 1999). Our workshops deliberately build that kind of environment, so leaders can surface real issues and move beyond polite but unproductive conversation.

Too often, organisations are stuck in delivery mode and don't pause to ask the harder questions: Are we solving the right problem? Are our systems really supporting our people? What impact are our decisions creating elsewhere? Progress accelerates when the right people are in the room talking through the issue together. The leaders who can decide, the teams who can challenge and imagine what's possible. The people who are impacted. When conversations are honest and bold, clarity emerges.

The answers are already inside your organisation - our work simply unlocks them.





**This is definitely not about having more meetings.
It's about having better ones.**

Research on inclusive leadership shows that when leaders create space for different voices and shared ownership, teams deliver more innovative and effective solutions (Li et al., 2022; Korkmaz, 2022).

Our sessions are designed to model exactly that. We give senior leaders and their teams rare space to lift their heads from day-to-day pressure, think clearly, and commit to a way forward with confidence together.

We create the conditions for better commercial outcomes: faster alignment and more focused delivery. We enable teams to reduce friction, eliminate duplication, and translate strategy into confident action.

**These conversations aren't a step in the process.
They are the process.**

From Stuck to Unstoppable

The Good Change Problem-Solving Workshops

Focused, collaborative sessions designed to cut through the noise, surface issues bravely and constructively and build trust instead of defensiveness so that solutions stick.

Our workshops are not a luxury. They're a pause that creates progress.

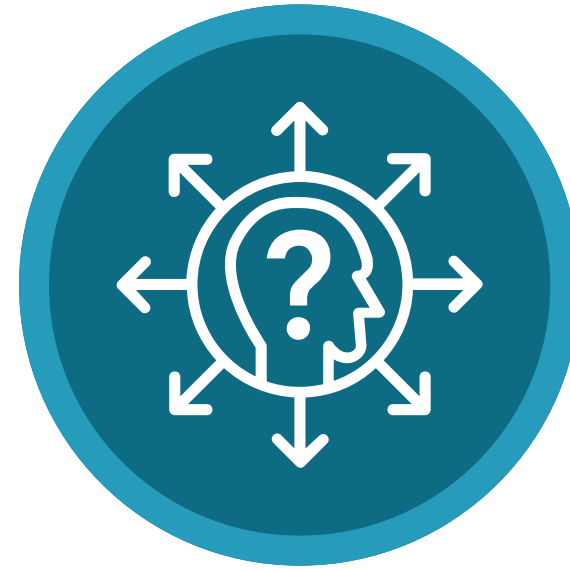
When everyone is in the room, hearing the same truths, leaders can commit to the same direction, remove duplication, and agree on collective accountability. Decision paralysis is broken. Teams leave with a clear plan and the confidence to act quickly and decisively. Our approach is simple:



Collaborative and co-created

We do our research first to bring all the right people into the room and create the safety to speak up.

Everyone leaves heard and invested in true ownership rather than reluctant buy-in.



Grounded and transparent

We design the session so that leaders can get straight talking, enabling faster, clearer, more confident decision-making.

Every conversation is direct, human, and anchored in reality.



Quietly powerful

Through compassionate challenge, we surface the knotty tensions blocking progress and get clear on priorities, risks, opportunities and next steps for change.



Actionable outcomes

You don't leave with just a discussion.

You'll leave with clarity on what the problem really is, a shared solution, and the readiness to act.



Following a recommendation I contracted The Good Change Consultancy. They were super responsive to landscape shifts, and built confidence with key stakeholders. Their thoughtful approach and wider insights were also key to the high quality outcomes. A great job – thank you!

HR Lead, Major UK Charity

Our packages

The Reset (2 Half-Day Workshops with a 3 month check-in)



The Deep Dive (2 Full-Day Workshops with a 3-month check-in)



The Transformation Lab (2–4 Days, Modular with a 3 and 6 month check-in)



**More detail on our packages is on the next few pages. They are a starting point.
If your challenge looks different, we'll co-design a workshop that fits what you need, within your budget and timeframes.**

Our packages

The Reset (2 Half-Day Workshops with a 3 month check-in)



Best for: Organisations and leaders facing a specific challenge (an underperforming team, a broken process, a system not working as it should) and needing clarity and momentum fast.

A highly focused session bringing decision-makers into the room to surface tensions, strip away distractions, and uncover the root cause of what's holding you back.

Outcomes:

- Clarity on a core problem.
- Alignment on immediate priorities.
- A clear, shared “next step” action plan.

Our packages

The Deep Dive (2 Full-Day Workshops with a 3-month check-in)



Best for: Organisations where leaders know they need to shift gears but haven't had the space or structure to agree on how.

2 full days to work collaboratively, balancing courageous conversations with restorative dialogue. We look at your systems, processes, and culture, identifying both the knots and the opportunities.

Outcomes:

- Deeper clarity on what's behind your challenges.
- Alignment across leaders and decision-makers — no more duplication or crossed wires.
- Shared understanding of “why this matters” so the whole organisation pulls in the same direction.
- A roadmap of priorities, with ownership clearly defined.

Our packages

**The Transformation Lab
(2–4 Days, Modular with a
3 and 6 month check-in)**



Best for: Organisations undertaking significant transformation, modernisation, or recovery, where the stakes are high and alignment is non-negotiable.

Over multiple days, we work together in structured modules, to surface the hard truths, co-create solutions, and build readiness for change.

Outcomes:

- A shared diagnosis of what's working, what's blocking progress, and what needs to change.
- A co-created set of solutions, with accountability and resilience built in.
- Leadership aligned on strategy and behaviours.
- Connection, confidence, and collective strength to deliver lasting change.

When the right people have the right conversations, good change follows.



At The Good Change, our work is grounded in both real-world experience and a strong body of organisational research. The principles behind our workshops are not theoretical. They are evidence-based practices that have improved leadership effectiveness, team performance, and clarity in complex environments.

My decade of leading change across sectors means I don't just bring theory. I'm deliberately industry-agnostic. My expertise isn't in your sector, it's in bringing the right people together to have the right conversations, so that complex problems can be properly understood and solved.

Leaders get a trusted guide who brings real-world experience, steady challenge, and calm authority when decisions feel hard.

I lead with compassion, clarity, and a little quiet rebellion. I don't do jargon or sugar-coating. I create the transparency leaders need to make bold decisions. My approach is brave but restorative, grounded yet human. I will be your accountability partner to keep you focused and on track.

The results?

Not more meetings - just better ones.

Not more activity - but clearer priorities.

Not more frameworks and slide decks - only greater courage to act.



It was genuinely time well spent, which is not something I say lightly about workshops. We left clear on what the problem actually was and what we were going to do about it. It cut through weeks of back-and-forth.

Senior Manager, Private Sector

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