



CONSULTANCY

Stening Consultancy Ltd. offers a portfolio of management development/personal effectiveness programmes and consultancy services helping managers and teams, across a range of business sectors, improve effectiveness, productivity and performance. As most organisations today operate in a competitive climate, we will work in partnership with you to strengthen management capability, enhance employee job satisfaction and ensure your policies are compliant with current legislation and industry good practice.

Committed to equity at work, Stening Consultancy provides high quality, professional services which offer your organisation and its people added value. Our range of services includes:

Management Development Programmes, Personal Effectiveness Programmes, Consultancy, Diversity Awareness Programmes, Mediation Services and Coaching for SMEs.

SHORT TERM CONSULTANCY

Responding Positively to Change

When organisational change occurs employees often feel helpless and unhappy that their concerns are not being addressed. As an impartial authority Stening Consultancy will identify and resolve issues raised and if appropriate provide training programmes.

Stening Consultancy can:

- Design organisational structures to encourage creativity and empowerment
- Mediate between parties following internal reorganisation
- Organise workshops to familiarise employees with new responsibilities and areas of development

EMPLOYEE SURVEYS AND FACILITATION

In any organisation poor morale and lack of motivation can lead to a cycle of general under-performance for the individual and organisation. Fostering a culture where concerns are addressed and ideas, innovation and creativity are encouraged will have a positive impact. By conducting regular employee surveys, issues and concerns can be dealt with at an early stage and internal communications improved. Stening Consultancy can manage this whole process for you.

Stening Consultancy can:

- Design comprehensive employee surveys
- Collate results and highlight trends
- Facilitate staff meetings or 'Away Days' to present results
- Mediate and provide appropriate training

In addition, we can provide assistance on one-off projects, for example, supporting funding applications.

Key benefits include:

- Improved HR practice with proactive development of HR strategy
- Compliance with legislation, avoiding long drawn out disputes
- Maximised return on investment by increased productivity
- Improved internal communications
- Positive corporate image
- Increased staff retention and morale
- Improved relationships and reduced conflict

**Principal Consultant/
Managing Director
Letitia Stenning B.ED (Hons) MBA**

Letitia's career spans extensive periods as an educator, and then as head of education personnel for two local authorities. Prior to establishing Stenning Consultancy in 2001, Letitia was assistant director (training and development) for a national charity. As a firm believer in lifelong learning Letitia also has a diploma in personnel and employment law, diploma in stress management, certificate in teaching drama and most recently completed her master practitioner certificate in NLP (Neuro-Linguistic Programming).

Letitia has a daughter at university and is actively involved in her local community on a voluntary basis.

Associate Consultants

We have a team of associates who are friendly, skilful and with several decades of experience to meet your development needs.

**Office Manager
Jenny Welch**

Jenny has always enjoyed a life which involved interaction with lots of people and has spent many years as the personal assistant and chief administrator to the director of a large voluntary organisation working with people of all ages. Jenny has also enjoyed time as a secretary as a civil servant and a professional squash coach.



“ Stenning Consultancy has contributed to the modernizing of the organisational culture and provided valuable feedback on process improvement. ”

Personnel Officer, Local Authority

“ We have been awarded £139K over 3 years for our asylum seekers project. Thank you for your assistance with the bid. Without your help we would not have been successful. ”

Scott Reeve, Chair, Gladesmore Education & Training Trust



**Stenning Consultancy
People Developers**

Stenning Consultancy Limited, London House,
271-273 King Street, London W6 9LZ
Tel: 020 8233 2813 Fax: 020 8233 2811
Email: jenny@stenning-consultancy.co.uk
www.stenning-consultancy.co.uk