

Aegirconsulting

Best Change & Programme Management Consultancy 2022

Effective change management is about working with an organisation's existing business culture, reinforcing the good and building out from there. With an impressive career spanning three decades, Mike Wistow of Aegir Consulting tells us more about his ethos in the wake of being recognised in the UK Enterprise Awards 2022.

Aegir Consulting works on change management and programme management with clients from the public, private and charity sectors. Its three main areas of expertise are: working with people, dealing with evidence, and putting systems in place. "In practice, this means we will carry out whole organisation diagnostic and strategy implementation," explains Founding Director, Mike Wistow. "We do this through training client staff from Board to First-Line supervisor/Team Leader in leadership and management approaches; reviewing and developing reporting and accountability systems through dashboards or balanced scorecards; and implementing continuous improvement approaches at all levels."

Mike has covered a range of roles and has worked with 'Top Teams' for the past thirty years. He has been a board member for a college, for an arts organisation and for a criminal justice charity. He has run a national research organisation which helped shape national policy and practice in dealing with offenders and he has been a senior manager as well as a consultant.

Unlike many competitors, Aegir Consulting consciously works with all organisational levels - with board members, with production or customer facing staff and with the tiers of management in between. This approach firmly sets it aside from others in this fiercely competitive industry. "It allows consultancy work to be built on a 'real-world' understanding gained from, say, spending time

in vans whilst also working with senior teams to create and deliver single or multi-year strategies," Mike states, elaborating on the firm's USPs.

Now in its eleventh year, Aegir Consulting has recently noticed a growing requirement for experienced support as organisations deal with staffing shortages and the consequent need to re-shape the way they do business and to train and support staff. This is, of course, all down to the Covid-19 pandemic which hit in early 2020 and from which the world is still attempting to recover.

Amongst development work during the pandemic, Mike was a mentor on the international 'Festival for Change', mentoring leading participants, most notably the team from Bangladesh who won the Festival's popular vote. He believes that the experience of mentoring through Zoom has been invaluable in translating into business opportunities - both through delivery of services by Aegir and in supporting other organisations to develop effective ways of working remotely. "This is already a major operational change - which many seem less comfortable with - and will only continue to grow in 2022"

He continues, "While it's too early yet to know how the effects of the pandemic will finally shake out, 2021 and 2022 to date have been as busy as most years since Aegir Consulting was formed. The development work from 2020 is already proving very effective in working with clients and it looks like it will continue that way."

Recently recognised and rewarded for his hard work and diligence, Mike was delighted to receive the accolade of Best Change & Programme Management Consultancy 2022 for Aegir Consulting and is looking forward to his next challenge.

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