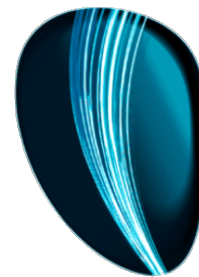


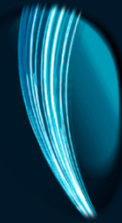
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L.C.C.O.N.© Professional Assessments



*Ensuring a real time view of the
strengths of your people*

A STRONG BENCH INDEED!

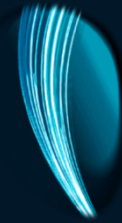


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...BUT DO YOU
REALLY KNOW
WHERE THEIR
STRENGTHS LIE?

REGARDLESS OF YOUR CHOSEN DELIVERY METHODOLOGY...

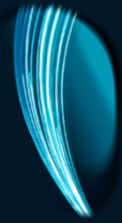


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L.C.C.O.N. professional assessments and analytics are here to back your practice management decisions

GIVING YOU THE CLARITY YOU NEED TO GET THE MOST OUT OF OUR DELIVERY TEAMS!



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Know your bench's STRENGTHS!

Imagine having a clear view of what project phases and deliverables your team members have had most exposure to throughout their careers and knowing where in the lifecycle they prefer to play.

Find your hidden COACHES!

Discover who are your ideal “SME coaches” in specific areas of the project lifecycle (ie. Business Case Development) and domains (BA, PM, CM) who can buddy with those requiring to learn more about that area.

KNOW what you didn't know!

Identify what “gaps” your practice may have with regards to specific Project Management experience and what skills are needed to bring in to your team.

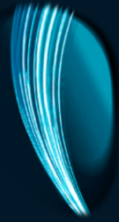
Create SUPPORT for your people development budgets!

Create the ability to accurately estimate the amount of training effort and performance measures required to boost utilisation of your preferred frameworks, methodology and tools.

BACK your players!

Instil a cultural vehicle to support and develop your team which is always well received by those practitioners who participate in the L.C.C.O.N. professional development program.

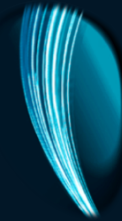
WHAT YOUR TAILORED L.C.C.O.N PROFESSIONAL ASSESSMENT PROGRAM WILL LOOK LIKE!



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1. Your preferred methodology toolkits will be reviewed and mapped to create the L.C.C.O.N. assessment materials tailored and aligned to your business
2. Your team leaders and team members will be briefed and guided on the opportunity to participate in the professional development and mentoring process
3. Your team members will then undertake the L.C.C.O.N. assessment (1hr per consultant)
4. Data will be analysed and a practice baseline will be created to gauge current exposure and usage of your preferred project frameworks
5. Melbourne Change Management will then work with your HR department and workforce management teams to set professional development targets for practitioners and your business' practice.
6. Once targets are set, this will commence the L.C.C.O.N. development program for your permanent and contractor staff.
7. You can then choose to manage your team's L.C.C.O.N. development plans internally or you can engage Melbourne Change Management to do so ongoing.

What sets Melbourne Change Management's L.C.C.O.N. assessments above all others?

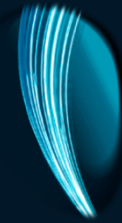


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Professional Delivery Organisations who use agnostic L.C.C.O.N. assessments:

- ✓ Gain an in depth view of their capability based on **PRACTICAL APPLICATION** of the preferred project methodology (It focuses on what has been **DONE**, not just perceived knowledge)
- ✓ Gain 2 year forecast of relevant applicable skills (**WHO** has done **WHAT** recently?)
- ✓ Identify skilled internal **COACHES** and common development areas requiring attention
- ✓ Have a basis to more accurately plan project assignments and targeted specific learning opportunities for practitioners
- ✓ Can create more detailed learning & development plans based on activities and deliverables
- ✓ Can now track skills development over many years and measure the performance of practice management
- ✓ Keep their practitioners up to date with targeted learning and development focused on the methodology they use everyday on their projects.
- ✓ Can now track their practitioner's progress and measure their success as they move to the next level of practical application of their skills.

ABOUT



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Melbourne Change Management (MCM)

For those organisations looking to implement new solutions or regulatory changes. Melbourne Change Management provides wholistic readiness programs that have been developed and refined over the past decade.

These programs systematically meld change leadership, transformation governance, stakeholder engagement, communications and business readiness into an End to End program that is managed and measured satisfying your industry's audit and compliance standards.

Melbourne Change Management's programs include detailed stakeholder analysis and change impact assessments across People, Process & Technology in partnership with impacted businesses.

This collaborative approach with emphasis on co-design increases stakeholder engagement, minimises resistance and results in the creation of detailed business transition plans that impacted leaders drive and own.

The agile delivery of transition project plans include business led change communications, implementation of training and change readiness plans and the set up of end user support functions.

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MCM Digital's primary focus is to ensure our customers are at the forefront of the most proven developments in new digital ways of working and organisational cultural models.

Organisational design and ways of working are continually being refined and iterated as new thinking from digital innovators like Spotify and Netflix in the USA and ING in Europe learn more of what it takes for organisations to rapidly respond to changing customer needs.

MCM Digital's commitment to our customers is to ensure leaders and teams leverage learnings from around the world to accelerate adoption of new ways of working and Agile collaboration culture.

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