



# **TRANSFORMANCY**

EXPLORING OUR INNER SOURCES

## **FACILITATION AND CONSULTANCIES**

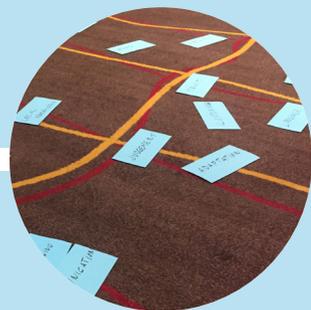
FOR TRANSFORMATIVE CHANGE

## Transformancy is an initiative dedicated to promoting and facilitating transformative change processes with individuals and organisations.

We help organisations to be more effective by creating learning spaces where people can engage on both rational and emotional dimensions of change.

We do this by making explicit individual and collective identities, relationships, mind-sets and assumptions. Experienced trainers, we provide solid frameworks for multi-stakeholder spaces and co-creative processes to emerge through participatory approaches.

## Facilitation and consultancies for transformative change



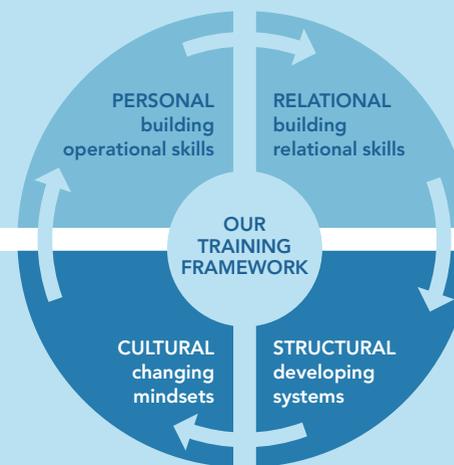
### CHANGE FACILITATION

Through our experience we have realised that the most effective and successful change processes are the ones in which people and organisations explore their identities (who they are), their mind-sets (how do they think) and their relationships (how do they relate to one another).

We achieve this by applying innovative methodologies to facilitation (cognitive and non-cognitive) and by making sure that people feel safe to express their voice and their feelings in non-judgemental and welcoming environments.

#### CLIENTS' FREQUENT REQUESTS

- ◆ Strategic planning and envisioning
- ◆ Participatory evaluation and MEL Systems design
- ◆ Multi-stakeholder processes



### TRAINING

In our experience, people do not just make rational choices based on information and arguments. There are also emotional and complex issues at play related to social patterns of behaviour, beliefs, mind-sets and traditional practices (including organisational cultures).

We practise capacity development through Learning Labs, spaces where practitioners can interact and learn new and innovative methodologies for project management, leadership, system thinking and participatory approaches.

#### CLIENTS' FREQUENT REQUESTS

- ◆ Participatory methodologies
- ◆ Facilitation skills
- ◆ Strategic planning and Theory of Change
- ◆ Monitoring, Evaluation and Learning



### ORGANISATIONAL TRANSFORMATION

We consider inter-culturalism to be a value to be celebrated. Different cultures and world-views help us to be more open and more innovative in our lives and work. We celebrate differences as a way of being productive and effective.

We facilitate the process of organisational transformation by bringing different perspectives and world-views together in democratic spaces where all voices can be heard to co-create the better possible future.

#### CLIENTS' FREQUENT REQUESTS

- ◆ Diversity and innovation
- ◆ Gender equality assessments
- ◆ Power analysis
- ◆ Systems mapping

Transformancy is an initiative dedicated in promoting and facilitating transformative change processes amongst individuals and organisations.

It has been founded with the aim of proposing a different and innovative way of considering change processes including both rational and emotional dimensions of change. It utilises different methodology for personal and organisational development in order to create learning spaces where people can reflect around their identities, relationships and culture. It promotes diversity, inclusion and co-creation.



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