

x3 Associates

x3 Associates is a partnership to assist businesses in achieving optimal levels of performance, operational excellence and continuous improvement.



'To accomplish great things, we must not only act, but also dream; not only plan, but also believe' - Anatole France

Each of our associates has more than 25 years' worldwide industry and consulting experience across multiple sectors: manufacturing (automotive and rail), supply chain logistics, financial services, insurance, government (central and departmental), health and social care, utilities, construction, infrastructure, aviation, digital, policy and retail.



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CASE STUDY #1

West Sussex County Council, Children, Young People and Learning

Leadership management development programme, 330+ leaders and managers:

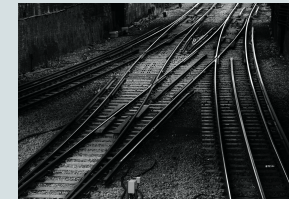
- leadership principles: children-first, bottom-up and go see
- winning team
- resilience
- multiple agency partnerships
- quality circles (problem solving)



CASE STUDY #2

Asset maintenance – London transport

Resulted in cost savings of over £7m. 'They deal with situations with a thoughtful but thorough practical approach. Their knowledge and experience is second-to-none, the best.'



CASE STUDY #3

Covid-19 testing laboratory

Significantly improved the daily COVID-19 testing capacity at the Alderley Park facility, 40K tests per day increased to 80K tests per day, 122 frontline teams, managers, and leaders trained, rapid improvement events (Kaizen).



CASE STUDY #4

Large UK-based bank

As a result, my team engagement scores became best in class, our clients' performance significantly improved across all segments and we delivered on every objective that year. We also have had many visits to our site to inspire others.



Because no two businesses are the same.

We provide tailored solutions that deliver on our clients' needs.

90 per cent of continuous improvement engagements fail to deliver lasting results - why?

Our customer-first approach is supported by a set of proven guiding principles.

What is the most important thing?

People, people and people.

Who are we?

An established consultancy business founded on strong ethos and set of principles.

We emphasise a customer-first and bottom-up approach towards business performance improvement through the engagement of the real experts - the frontline teams.

What do we offer?

- Leadership and management development
- Leadership coaching
- Change management
- Turnaround performance improvement
- Business strategy
- Problem-solving
- Continuous improvement
- Agile and scrum methodology
- New technologies
- Model thinking (model leader/showcase site)

Why us?

- Customer-first approach
- People focussed
- Real conversations on what matters

Some of our clients:

- West Sussex County Council
- Kimberly-Clark
- Lloyds Banking Group
- Homecare Association
- Medicines Discovery Catapult
- The Staff College

engage

What is the most important thing?
 It's people, it's people, it's people
 Māori proverb

- 'go and see' to deeply understand the customers' real and perceived needs
- engage with your employees to deeply understand the 'what and why' of current performance
- a bottom-up approach starts from the very top and involves *all* employees

improve

Inspiring all employees to take daily improvement

- leaders to provide a purpose, act on the system and lead teams through change
- role of managers is to facilitate team-based structured problem-solving
- role of teams is to take daily improvement actions and deliver value to customers

sustain

Measure of sustainability is that the teams continue to improve

- leaders and delivery teams have the daily disciplines for continuous improvement
- share good practices across the business and partners
- working with customers, communities, and industry partners, contributing to society