ORGANISATIONAL CAPABILITY STATEMENT

The Change Gym

Abstract

The Change Gym® strengthens organisational readiness by building capability, aligning conditions, and creating environments where change can take root and momentum can be sustained.

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Executive Summary

The Change Gym® strengthens organisational readiness by building capability, aligning conditions, and creating environments where change can take root and momentum can be sustained. In a world where complexity, pressure, and strategic demands are accelerating, traditional change management is no longer sufficient. Organisations need a structural capability that determines whether people can absorb change, move with it, and sustain momentum under load. This capability is readiness.

Readiness-Centred Change (RCC) is a structural theory of change that explains why change succeeds or stalls. It examines the forces, conditions, and behavioural patterns that shape how individuals and organisations respond when expectations shift. RCC focuses on capability, load, fit, momentum, regulation, and architecture — the deep structure that determines whether change can take root.

The Change Gym provides a complete readiness system that integrates diagnostics, developmental pathways, coaching support, and leadership alignment. Our organisational diagnostics reveal capability gaps, cultural dynamics, structural alignment, behavioural patterns, and the forces that regulate momentum. Our developmental pathways strengthen individual capability, build psychological readiness, and equip Group Leaders to carry readiness-centred practice into everyday team conversations. Our leadership alignment work helps senior teams understand how their behaviours and decisions shape organisational momentum.

Government departments and medium-to-large organisations engage The Change Gym to gain clarity, capability, and alignment. They receive a 12-month readiness system that includes diagnostics, leadership alignment, targeted interventions, Group Leader development, individual readiness pathways, structured coaching support, and ongoing advisory access. This system strengthens readiness at every level and provides leaders with measurable progress and structural confidence.

Organisations that adopt RCC gain the ability to absorb change without destabilising their people, to adapt without losing momentum, and to execute strategy with greater coherence and resilience. Readiness becomes a measurable, developable capability — one that strengthens performance, supports transformation, and enables the organisation to thrive in environments where change is constant.

THE CHANGE GYM®
Readiness-Centred Change

We help organisations succeed at the change process by strengthening readiness at every level.

1. Who We Are

The Change Gym® is a readiness-centred organisation that helps leaders shape the architecture in which change takes place. Our work begins with the system itself — the forces, conditions, and patterns that determine whether people can adapt under pressure. We do not push change from the outside. We build the environment in which change becomes possible.

Change is not simply a matter of strategy or communication. It is a matter of capacity, alignment, and readiness. We help individuals build the psychological strengths required to handle change well, and we help organisations create the conditions that allow people to engage their capability with confidence.

We specialise in readiness-centred diagnostics, developmental pathways, coaching systems, and leadership alignment that strengthen organisational capability at every level.

2. The Problem Organisations Face

Most organisational change fails not because the strategy is wrong, but because the organisation is not ready for the demands of the change process. People are often overloaded, anxious, uncertain, or under-prepared. Structures may be misaligned, cultures may be risk-averse, and management practices may unintentionally suppress momentum.

Traditional change management focuses on plans, communication, and milestones. Readiness-Centred Change focuses on capacity, conditions, and movement.

Without readiness, even the best change strategy stalls.

3. Why Readiness Matters Now

Organisations are facing levels of complexity, volatility, and pressure that make traditional change management increasingly ineffective. Strategies are evolving faster

than people can adapt, and the demands placed on individuals and teams often exceed their psychological and structural capacity to respond.

In this environment, readiness is no longer a helpful advantage — it is a critical organisational capability.

Modern organisations must navigate shifting markets, technological disruption, regulatory change, workforce expectations, and cultural transformation. These pressures create continuous load, and without readiness, that load becomes overwhelming. People disengage, momentum stalls, and even well-designed initiatives fail to take root.

Readiness-Centred Change strengthens the capacity of individuals, aligns cultural and structural conditions, and gives leaders a clear understanding of the forces that regulate progress.

4. What Readiness-Centred Change (RCC) Is

RCC is a structural theory of change that explains why change succeeds or fails. It examines the forces, conditions, and behavioural patterns that shape how individuals and organisations respond when expectations shift.

RCC focuses on:

- capability
- load
- fit
- momentum
- regulation
- architecture

These elements form the deep structure of readiness.

5. The Change Gym Approach

Our approach integrates diagnostics, developmental pathways, coaching systems, and leadership alignment into one coherent readiness framework.

We help organisations:

- measure readiness
- understand capability gaps

- strengthen individual and organisational capacity
- align culture, structure, and management
- support people through the change process
- embed readiness-centred practice into everyday behaviour

This creates a system where people are not simply asked to change — they are prepared, supported, and capable of doing so.

6. The Individual Readiness System

The Change Gym provides a complete pathway for developing individual readiness. It unfolds in three movements:

Movement 1 — IRVEY® (Individual Readiness Evaluation)

Reveals the psychological patterns that shape how a person approaches change.

Movement 2 — PCFP (Personal Change Fitness Pathway)

Builds persistence, emotional regulation, uncertainty tolerance, and movement through difficulty.

Movement 3 — Coach Support Program

Equips internal coaches to guide individuals through the readiness journey.

Together, these movements create a complete pathway toward individual readiness.

7. The Organisational Readiness System

Organisational readiness is shaped by four pillars:

- personal
- cultural
- structural
- managerial

RCC helps organisations understand how these pillars interact and how they can be aligned to support successful change.

8. Why Organisations Choose The Change Gym

Organisations work with us because we provide:

- clarity
- diagnostic precision
- capability building
- coaching support
- alignment
- measurable progress

We help organisations move beyond change management and into readiness-centred transformation.

9. Our Commercial Offering

The Change Gym provides a whole-of-organisation readiness system designed to help leaders understand, strengthen, and align the deep structures that determine whether change succeeds or stalls.

At the heart of our offering is a comprehensive organisational readiness engagement, typically delivered as a structured 12-month program.

Coaching & Developmental Support (Four Domains of Involvement)

Our involvement is a structural pillar of the readiness system. It is bounded, deliberate, and designed to regulate momentum without becoming an embedded employee.

1. Senior Leader Advisory & Consulting

High-altitude readiness guidance for senior leaders. **Up to 2 hours per month** (email + short virtual consults).

2. Group Leader Development & Support

Four **60-minute development sessions** + **up to 2 hours per month** of behavioural support. Group Leaders become the internal carriers of readiness-centred practice.

3. CPD Learner Assessment & Developmental Oversight

Assessment of CPD learner movement and developmental integrity. **Up to 1 hour per month**.

4. Internal Coach Training & Support

Two **90-minute training sessions** + **up to 1 hour per month** of oversight. Builds internal capability and embeds readiness into the organisation's developmental architecture.

These four domains ensure readiness is supported, regulated, and strengthened across the system.

Organisational Diagnostics

We map the deep structure of the organisation using readiness-centred diagnostic tools that reveal capability, cultural dynamics, structural alignment, behavioural patterns, and the forces that regulate momentum.

Leadership Readiness & Capability Mapping

We assess leadership readiness across senior teams, identifying strengths, vulnerabilities, and alignment gaps.

Cultural & Structural Alignment Analysis

We examine cultural norms, structural constraints, and managerial practices to determine how well they support the change process.

Readiness-Centred Interventions

We design targeted interventions that strengthen organisational capability, improve alignment, and create conditions where people can engage their change fitness with confidence.

Group Leader Readiness Pathway

Group Leaders receive four live 60-minute sessions and 49 weekly learning emails, creating a practical rhythm of facilitated learning, reflection, and workplace application.

Measurement, Reporting & Progress Tracking

Readiness is tracked across the engagement through structured reporting that provides visibility into capability improvements, alignment changes, and conditions that support successful change.

10. Commercial Structure

The flagship organisational engagement is typically delivered as a **$75K (ex GST)** readiness-centred transformation package over 12 months. It includes:

- diagnostics
- leadership alignment
- targeted interventions
- Group Leader development
- coaching support
- advisory access
- structured reporting
- up to **8 days** of direct involvement

Additional days may be purchased if required.

11. The Change Gym Identity

We believe people can succeed at the change process when they have the capacity, support, and conditions to do so. We help organisations build that capacity. We help individuals strengthen that capability. We help leaders create the conditions where readiness can thrive.

This is readiness-centred change.

12. What You Gain

Organisations gain a structural capability that strengthens their response to complexity, pressure, and strategic demands. Leaders gain clarity, confidence, and alignment. Teams gain readiness language, psychological strength, and the ability to sustain movement.

Most importantly, organisations gain the ability to absorb change without destabilising their people and to execute strategy with greater coherence and resilience.

APPENDIX A

The following appendix outlines the structure of the 12-month organisational readiness engagement for government departments.

Program Overview: Readiness-Centred Change (RCC) Organisational Engagement:
A 12-month organisational readiness system for government departments

Government organisations operate in environments of high complexity, continuous pressure, and accelerating strategic demands. In this context, traditional change management is no longer sufficient. Departments need a structural capability that strengthens how people respond to change, how leaders regulate momentum, and how culture and systems support movement. Readiness-Centred Change (RCC) provides this capability.

The Change Gym® delivers a 12-month organisational readiness engagement designed specifically for government. It begins with diagnostics, moves through leadership alignment and targeted interventions, and builds internal capability through structured developmental pathways. The program strengthens readiness at every level of the organisation and provides leaders with clarity, confidence, and measurable progress.

1. Organisational Diagnostics
The engagement begins with a comprehensive diagnostic process that maps the organisation's deep structure. Diagnostics reveal capability gaps, cultural dynamics, structural constraints, behavioural patterns, and the forces that regulate momentum. Senior leaders gain clarity about the conditions that support or suppress change and a clear understanding of where readiness is weakest and where intervention will matter most.

Diagnostics are delivered through interviews, analysis, and readiness-centred mapping. This movement typically includes two days of direct involvement by Dr Steve Barlow.

2. Identification of Priority Cohorts
Diagnostic findings reveal the organisational areas most in need of readiness support. These priority cohorts may include functional teams, leadership groups, project units, or cross-departmental clusters. Identifying these cohorts ensures the program is evidence-based, targeted, and aligned with departmental priorities.

Each cohort is assigned a **Group Leader** — not based on rank or position, but on **relational credibility, behavioural steadiness, and developmental willingness**. A suitable Group Leader is someone the cohort trusts, someone who remains calm under pressure, and someone who is willing to walk the developmental pathway themselves. They hold the learning environment with consistency and support others through the readiness journey.

Group Leaders are selected because people naturally move toward them, not because they occupy a formal leadership role. They demonstrate influence without authority, follow-through without prompting, and a genuine interest in helping others grow. This relational gravity ensures readiness is not externally imposed but internally carried by someone who can regulate momentum within the cohort.

3. Group Leader Readiness Development
Group Leaders are enrolled in the most appropriate program for their cohort's needs. Their development is supported through four live 60-minute sessions, ongoing access to support (2 hours per month), and a sequence of 49 concise weekly learning emails. Together, these elements provide readiness language, readiness awareness, practical behaviours, and an ongoing rhythm of application.

This movement positions Group Leaders as the **behavioural owners** of their cohorts. They reinforce readiness-centred practice in everyday conversations, help maintain momentum, and support people through uncertainty and load. Their relational credibility and behavioural steadiness make them the ideal internal carriers of readiness.

4. Team Member Enrolment
Once the Group Leader has had a chance to review course content, they enrol their team members into the same program. This creates a shared readiness language and a common understanding of expectations. It also ensures administrative simplicity and internal ownership of the developmental process.

5. PCFP Coaching Delivered by L&D
The department's Learning & Development team may provide coaching support through the **Personal Change Fitness Pathway (PCFP)**. This strengthens individual capability, supports movement through difficulty, and embeds readiness into the organisation's internal capability framework.

This movement is optional but strongly recommended. It increases internal legitimacy, reduces resistance, and ensures readiness becomes part of the department's ongoing development architecture.

6. Leadership Alignment and Targeted Interventions
Based on diagnostic findings, leadership teams receive readiness-centred alignment sessions. These sessions clarify how leadership behaviours, decision-making patterns, and regulatory forces influence organisational readiness. Targeted interventions may include cultural recalibration, structural adjustments, or readiness-centred communication strategies.

This movement typically includes three to four days of direct involvement by Dr Barlow.

7. Advisory Access for Senior Leaders
Throughout the 12-month engagement, senior leaders have ongoing access to Dr Barlow for readiness-centred advice, clarification of diagnostic insights, and strategic

guidance. Advisory access is provided via email or brief virtual consultations and is included in the engagement. It is not counted against the allocated face-to-face days and is offered within reasonable limits appropriate to a strategic organisational engagement.

This ensures leaders receive high-altitude support without consuming structured time.

8. Measurement, Reporting, and Progress Tracking
Readiness is tracked across the engagement through structured reporting. Leaders gain visibility into capability improvements, alignment changes, and the conditions that support successful change. Reporting provides evidence of progress and supports internal accountability.

9. Face-to-Face Structure and Commercial Clarity
The program includes up to eight (8) days of direct involvement by Dr Steve Barlow across the 12-month period. These days may be used for diagnostics, leadership alignment, targeted interventions, or strategic readiness support. Additional days may be purchased if required.

Advisory access for senior leaders is included as a separate component and is not counted against the face-to-face allocation.

10. What the Department Gains
Departments gain a structural capability that strengthens their response to complexity, pressure, and strategic demands. Leaders gain clarity about the forces driving change, confidence in their ability to navigate uncertainty, and alignment across the cultural, structural, and managerial pillars that determine whether change succeeds or stalls. Teams gain readiness language, psychological strength, and the ability to sustain movement. The organisation gains the ability to absorb change without destabilising its people and to execute strategy with greater coherence and resilience.

APPENDIX B

Diagnostic and Program Catalogue
The Change Gym® provides a complete readiness-centred diagnostic system and a structured suite of developmental programs. These tools and pathways work together to strengthen readiness at every level of the organisation. Diagnostics reveal the deep structure of capability, culture, and alignment; developmental programs strengthen the psychological and organisational conditions that support movement.

This appendix outlines the full diagnostic suite and the developmental programs available within a readiness-centred organisational engagement.

The Diagnostic Suite
The diagnostic system consists of five organisational diagnostics, each designed to reveal a different dimension of readiness. Together, they provide leaders with a structural understanding of the forces that support or suppress change.

- **Strategic Readiness Diagnostic (SRD).** The SRD maps strategic load, alignment, and the organisation's ability to absorb and execute strategy. It reveals whether the organisation has the structural and cultural conditions required to move with strategic intent.
- **Leadership Readiness Diagnostic (LRD).** The LRD examines leadership capability, behavioural regulation, and the forces leaders apply that influence momentum. It identifies strengths, vulnerabilities, and alignment gaps across senior teams.
- **Individual Readiness Diagnostic (IRD).** The IRD reveals personal capability, openness, and readiness tendencies across seven domains. It provides a clear picture of how individuals respond to change and where capability needs strengthening.
- **Cycling Diagnostic.** The Cycling Diagnostic identifies behavioural looping patterns that accelerate or block readiness momentum. It shows where individuals or teams become stuck in repetitive patterns that suppress movement.
- **Coherence Diagnostic.** The Coherence Diagnostic maps the deep structural architecture of the organisation — cultural forces, structural alignment, managerial regulation, and the conditions that determine whether readiness can form. It reveals misalignments that often remain invisible in traditional change management.

These five diagnostics form a coherent structural system. They are used to identify priority cohorts, guide intervention design, and support leadership alignment.

The Coaching-Stream Diagnostic
Alongside the organisational diagnostics sits **IRVEY®**, the psychometric change-fitness diagnostic used within the coaching stream.

- **IRVEY — Individual Readiness Survey.** IRVEY reveals the psychological patterns shaping how a person approaches change. It identifies strengths, vulnerabilities, and readiness tendencies, and provides the diagnostic foundation for the Personal Change Fitness Program (PCFP). IRVEY is used by internal coaches to support individuals through the developmental pathway.

Developmental Programs (Course Stream)
The Change Gym provides two parallel streams of developmental programs: CPD-accredited and non-CPD. The content is identical; the accreditation differs. These programs strengthen readiness capability across teams and leadership groups and are selected based on diagnostic findings.

- **CPD Change Readiness Superpowers.** A cohort-level program that builds the psychological foundations of change fitness. It strengthens readiness language, awareness, and behaviours across teams.
- **CPD RCC Foundations.** An introduction to the structural theory of readiness and the deep architecture of change. Ideal for leaders who need a clear conceptual understanding of readiness-centred practice.
- **CPD Change Management Training.** A readiness-centred approach to leading teams through organisational change, integrating classical models with RCC principles.
- **CPD Transformational Leadership Program.** A developmental program that strengthens the inner capacities leaders need to thrive in complex environments — persistence, emotional regulation, adaptive leadership, and readiness-centred decision-making.
- **CPD Strategic Readiness Program.** A senior-leader program that teaches the six-stage readiness framework for making smarter, more focused decisions in complex environments.

The non-CPD versions of these programs mirror the CPD stream and are suitable for organisations that prefer internal professional development pathways without external accreditation.

Developmental Programs (Coaching Stream)
The coaching stream strengthens individual capability and supports movement through difficulty. It is delivered internally by L&D or capability teams.

- **Personal Change Fitness Program (PCFP).** A structured developmental pathway that builds persistence, emotional regulation, uncertainty tolerance, and the ability to sustain movement through difficulty. PCFP is the practical engine of individual readiness.
- **Change Fitness Coaching Program.** A program for internal coaches that teaches how to interpret IRVEY results, guide participants through the PCFP, and use readiness-centred language and behaviours in everyday conversations. It creates a supported developmental experience rather than a solitary one.

This catalogue supports the readiness-centred engagement described in Appendix A and is provided to prospective clients seeking clarity on the diagnostic and developmental components available within The Change Gym ecosystem.

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