

THE CHANGE GYM



Capability Statement

Organisational diagnostics, readiness architecture and capability uplift for public-sector organisations.

CORE PROPOSITION

We help leaders see what the organisation can realistically carry, where change will hold, and what must shift first.

QUEENSLAND-BASED | SERVING COUNCILS, AUTHORITIES AND PUBLIC-SECTOR ORGANISATIONS

Gold Coast, Queensland

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01 CAPABILITY SUMMARY

Clarity before intervention

A disciplined, conditions-based approach to understanding organisational behaviour, readiness and practical pathways for improvement.

What we do

We help organisations understand the conditions shaping behaviour, identify what is enabling or hindering change, and determine what the system can realistically carry. Our work gives leaders structural clarity, proportionate interventions and practical pathways for improvement.

CORE INSIGHT

Change succeeds or fails because of conditions, not motivation. Organisations behave according to their current structure, not their aspirations.

Our approach

Readiness-Centred Change (RCC) reveals the six conditions that determine whether change will hold:

01 Direction	02 Alignment	03 Capacity
04 Confidence	05 Coordination	06 Reinforcement

Together, these conditions provide a clear view of readiness and a defensible basis for proportionate action.

Services

- | | |
|-------------------------------------|---|
| • Organisational diagnostics | • Service reviews |
| • Governance and performance uplift | • Workforce capability analysis |
| • Strategic planning | • Change readiness assessments |
| • Program and project diagnostics | • Structural analysis of systems, processes and decision pathways |

01 CAPABILITY SUMMARY

How we create value

HOW WE WORK	VALUE DELIVERED	WHY CLIENTS CHOOSE US
• Evidence-based and structurally grounded • Clear deliverables • Disciplined reasoning • High-altitude analysis • Executive-level communication • Predictable methods • Practical recommendations	• Clarity about what is driving behaviour • Visibility of where change will be easier, harder or blocked • Reduced risk through proportionate interventions • Better sequencing and prioritisation • More predictable outcomes • Stronger organisational capability	• Structural, not emotional • Conditions-based, not resistance-based • Evidence-driven, not opinion-driven • Clear, disciplined models • Fast onboarding • Strong governance and reporting

Best suited to

Councils, statutory authorities and public-sector organisations facing complex change, service pressure, capability constraints or the need for stronger governance and decision pathways.

THE RESULT

A clearer view of what is happening, why it is happening, what the system is ready for and how to move forward without overloading it.

Readiness-Centred Change (RCC)

A structured, evidence-based methodology for organisational diagnostics, readiness assessment and capability uplift.

1	Diagnostic	Review context, intent and constraints; map conditions using RCC; identify structural forces shaping behaviour; assess readiness across six dimensions; determine current carrying capacity.
2	Analysis	Identify enabling and hindering conditions; map friction across teams, functions and systems; assess alignment, capacity, coordination and reinforcement; locate readiness thresholds and structural bottlenecks.
3	Intervention	Recommend proportionate actions; sequence interventions to match readiness; identify quick wins and structural shifts; define targeted capability uplift.
4	Delivery	Work with leaders to implement interventions; provide governance, reporting and progress tracking; monitor conditions and adjust as required; maintain alignment with organisational intent.
5	Close-out	Provide a final readiness map and capability uplift plan; recommend how gains can be sustained; document lessons and structural insights.

This methodology creates a disciplined line of sight from intent to execution, with interventions scaled to the organisation's actual readiness and capacity.

03 SUPPLIER PROFILE

The Change Gym

Queensland-based organisational diagnostics and readiness consultancy specialising in structural analysis, capability uplift and evidence-based change methods.

About Steve Barlow

Steve Barlow PhD is an organisational diagnostics and readiness architecture consultant, developer of Readiness-Centred Change (RCC), and author of multiple works on organisational change, readiness and structural analysis. His experience includes government, councils and complex organisational environments. His work is known for high-altitude reasoning, disciplined language and proportionate intervention design.

CORE STRENGTHS

- Structural clarity
- Evidence-based models
- Executive-friendly communication
- High-altitude reasoning
- Disciplined analysis
- Proportionate intervention design

SERVICE AREAS

- Organisational diagnostics
- Service reviews
- Governance uplift
- Workforce capability analysis
- Strategic planning
- Change readiness assessments
- Program and project diagnostics

Why buyers choose The Change Gym

- Clear deliverables
- Predictable process
- Plain, disciplined language
- Objective, conditions-based analysis
- Strong governance
- Fast onboarding
- High-quality reporting

Location and reach

Gold Coast, Queensland. Serving councils, authorities and public-sector organisations across Queensland.

04 COMMERCIAL FRAMEWORK

Transparent and proportionate pricing

A clear commercial structure designed for straightforward public-sector procurement and engagement management.

Professional fees

Rate type	Fee (excl. GST)
Principal consultant	\$1520 AUD per day
Half-day engagement	\$1050 AUD per half-day

Indicative fixed-price options

Engagement	Fee (excl. GST)
Readiness-Centred Leadership Intensive (Prerequisite to RCC organisational Readiness System) <i>A one-day conceptual alignment session required before entering the RCC system.</i>	\$1520 AUD (ex GST) For Local Buy \$7500 AUD (ex GST) Outside of Local Buy
RCC Organisational Readiness System <i>A 12-month organisational transformation architecture for senior leaders and executive teams.</i>	\$75 000 (ex GST)

Commercial terms

Travel and expenses	Charged only when required, at cost and with prior approval. No mark-up, administrative fees or hidden charges.
Payment terms	20 days for eligible small-business invoices, subject to the applicable contract and purchasing terms.
Inclusions	Analysis, reporting, agreed meetings, templates and governance artefacts within the confirmed scope.
Exclusions	Travel where required and any specialist external services, if needed and pre-approved.

05 ENGAGEMENT

A clear pathway to commencement

Each engagement is scoped to the organisation's context, decision needs and readiness, with deliverables and governance agreed before work begins.

01	Confirm the decision need Clarify the issue, intended outcome, scope, stakeholders and constraints.
02	Define the diagnostic scope Agree the RCC dimensions, evidence sources, deliverables and governance arrangements.
03	Confirm commercial terms Set the delivery model, pricing, timing, responsibilities and reporting cadence.
04	Commence with a structured diagnostic Establish the baseline, identify conditions and provide leaders with an actionable path forward.

CONVERSATION STARTER

What conditions are shaping the outcome you are seeing, and what can the organisation realistically carry next?

The Change Gym

Gold Coast, Queensland

Organisational diagnostics | Readiness architecture | Capability uplift

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