Advancing Organisational Change & Development Practice – Shortlisted Applicants

British Council’s Central Design and Organisational Team 2016 - 2019

Full Name: The Central Design Team

Organisation: British Council

About: Team Members:
Emmanuelle Moreau – Organisation Design and Development Senior Manager, 2014 to 2019

Jaimini and Emmanuelle were tasked with supporting both an executive team as they aligned strategies around future model of operation, and a multinational evolution in operations to ensure business performance stability. Faced with a changing geopolitical landscape, they had to provide a more agile response to cultural relations, ensure consistency in the delivery of workforce strategies and modernise underinvested support functions in locations with the largest organisational operations.

They began with a fast-track diagnosis of India and China, then defined and packaged a standard organisational development infrastructure that was affordable and promoted self-learning. They also built networks and created partnerships to learning sessions and deliver learning campaigns, thus creating capacity to progress a significant transformation agenda across multiple business units and support functions. Their work did not only instil confidence in local teams, empowering them to own their change, it also inspired other knowledge, change and organisational practices within the organisation.

The focus on both tangible and intangible aspects of change by this team shows a sophisticated understanding of how to land strategic change with people. This, and their ability to effectively embed consistent and applicable key communication messages made their Change and OD project successful.

“Jaimini introduced new capability to my team, which was much needed at the time. She introduced different type of expertise to the mix. She added good structure to change through methodology.” – Kate Arthurs, Director Arts, British Council