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Pembroke Organisation Development

We teach people to think differently so that they make better decisions. Our Beliefs: 20 years of programme delivery to thousands of delegates and hundreds of clients in a dozen countries has reinforced our core beliefs about the need for radical, transformative change as well as small step progress. It's time to step back and look at the way that we run our businesses, public services and personal lives, and reconnect to ourselves, each other and nature. If we can get it right, the results will be refreshing, reinvigorating, perhaps surprising, and life affirming. If we, as leaders, managers and employees of organisations in the 'developed' west procrastinate for much longer, the consequences are likely to be dramatic. . Work and life can no longer be seen as different opposing needs that need to be reconciled; no more than rationalising that the economy is more important than our environment. It's time for change. Our approach: Pembroke have a different take on the business of learning, development and personal growth in which barriers are replaced by possibilities, and opportunities are multiplied rather than reduced. We've made it our job to work with and learn from some of the world's most imaginative and challenging thinkers to hone our concepts, tools and business processes. Our clients achieve more by doing less. It can take a moment or two to understand how much difference Pembroke's approach can make, as some of our ideas are startlingly obvious and elegant, and perhaps at odds with so many current approaches which make out so many things to be difficult or conversely, overly simple. As soon as you start to 'get it', the levers of the locks that hide all manner of great insights start to fall away. As a 'starter for 10', here's a list of ideas that keep coming back to us:

- Goals – knowing how to use SMART goal setting to make stuff happen
- Responsibility – understanding the balance of internal-external locus of control
- Choice – it's up to me at the end of the line, how I think, feel and react.
- Noticing – what do I see, hear, feel, touch, sense. How good is my raw data?
- System thinking – breaking away from Descartes' and Newton's reductionism at last
- Vision – having the courage to dream big dreams, with eyes wide open, full of passion
- Whole and healthy – learning that we can only perform when our body wants to as well
- Wealth – redefining what it really means – in balance with family, friends and health
- Sustainability – recognise our place in the world and the grant provided by our climate
- Action steps – all said and done, it's only action that creates learning and progress; make the steps small and we'll never need to worry about failure or feeling too small. Our vision is for a subtly changing world of work: where fulfilment is expected; security achieved through self belief; and wealth defined by wellness and time as well as money. An organisation's strength of vision arises from its strength of purpose and courage to set out a dream for an aspirational, valid future. If your vision is already strong, we can help you reach it; if your vision is clouded, we can help you find what you need.