



Professional Service Offerings

For businesses in need of meaningful
change

Performance coach
in digital business

Operational Excellence

Challenges: The digital revolution has made technology an integral part of the product/service mix in most businesses. Businesses have struggled adapting, and their Agile programmes have only gone so far. "Technical debt" is everywhere and seen as a fatality.

Our unique approach: Excellence is not something you fix; it is something you build as part of the culture. It is about building organisations that improve themselves all the time. Excellence happens when everybody collaborates to improve the standards.

Our programmes:

- "Gemba" with teams (Assessments in practice)
- Workshops with teams
- Workshops with leadership
- Kaizen education
- Deploy Kaizen framework
- Quality measures
- Facilitation of improvement hackathons and "katas"
- Iterate in 6-month cycles

Focus on Practice



Our facilitated approaches to excellence and continuous strategy take the learnings beyond the classroom, and into day-to-day practice for change to progress and stick.

Sensei Coaching



Our Sensei approach to coaching is resolute in focusing on performance. It stimulates people and drives strong engagement and ownership.

Alignment to Flow

Challenges: For the past two decades, organisations have embarked on Agile and digital transformations, aiming to work better with technology. At most, they have marginally improved on some delivery but the digital success is still distant.

Our unique approach: Beyond improving the flow of work, digital needs a focus on the flow of value. It is achieved through alignment of the value chains. We help you map and connect the value chains of the business and coach them to work together.

Our programmes:

- Review of the organisation
- Flow assessment
- Mapping the Flow of Value
- Workshops with executives
- Workshops with teams
- Flow education
- Options for re-alignment
- Design of an incremental change programme, often combining the other offerings

Leadership and Team Collaboration

Challenges: Most leaders have developed their skills in the traditional context of projects and managing tasks. This management style does not work well with Knowledge Workers and the need to develop initiative and ownership in the teams.

Our unique approach: Leaders and teams are in relationship and you cannot progress with either one in isolation. We offer joint programmes for leaders, their teams and executive teams to harmoniously improve collaboration dynamics in synched steps.

Our programmes:

- Coaching entry: Observations and probing discussions
- Identification of the entities to coach for best impact
- Identification of coaching agendas
- Design coaching programmes
- Accommodate education / training
- Coaching cadence / programmes
- Periodic reviews
- Refresh in 6-month cycles

Digital Advisory

Beyond digital solutions, we focus on building and developing the inhouse competencies to align business and technology and perform in digital business.



Training Cohorts



Our approach makes training continuous over 3 to 6 months and helps anchoring the theory into practice with mentoring calls between sessions.

Continuous Strategy

Challenges: Approaches to strategy are often rooted in techniques from the 1960s and confuse focus for rigidity. This does not cut it in the fast paced world of digital that requires better landscape awareness, agility and working with emergence.

Our unique approach: We facilitate a distributed strategic thinking with leadership teams on a cadence. We bring new mapping techniques and develop a heightened awareness of the landscape and a clarity of value chains helping the execution flow. Our approach can span across business, change and digital strategies.

Our programmes:

- Review of the existing strategic processes and strategy execution
- Initial workshops with leadership and continuous cadence
- Education – Wardley Maps, Complexity, xMatrix, Hoshin, etc.
- Continuous strategy elaboration
- Continuous deployment in action
- Off-sites (if needed)

Other Special Coaching Themes

- Strategy-for-self using Wardley Maps
- From engineer to leader/CTO
- From traditional to systemic/digital leader
- Teamwork dynamics
- Leadership in Complexity
- Coaching/Sensei stance in Leadership

henko

D i g i t a l L e a d e r s h i p

In Japanese, the word henkō is composed of the Kanji 変 Hen, which means “change” and 光 Kō, which means “variable or with an unusual light”. In fact, more than a word, henkō is a concept that refers to changes in perception, in our way of seeing things. We help you see your environment, your business and yourself in a brand new light so you can unleash the next level of performance.

Henko builds high-performing
Leadership | Teams | Organisations
in digital business



www.henko.co.uk | info@henko.co.uk

“ Thank you for all the help and support! I've learned lots and what's most important, I've learned that I need to learn much more. ”

“ You have made us think differently on various topics that helped us as individuals and also the program. ”

“ You have had a huge impact on the team as a whole as well as on my personal development. ”