

Change Management Consultancy

People resist change when it is done to them, not with them. We help you design and deliver change that works with how your organisation actually functions - so adoption happens because the approach makes sense, not because it has been mandated.

lapses and what holds

what the system protects

whether it makes sense

what they're asked to give up

how people feel about it

where resistance comes from

how the plan meets reality

We know change is hard. It's even harder when it's done to people, not with them.

People resist change for good reasons. When change is imposed without understanding how the organisation actually works - without involving the people who will live with it - resistance is a completely rational response. It is not a problem to overcome. It is feedback worth listening to.

Most change management approaches focus on getting people to accept a decision that has already been made. Communication plans, stakeholder engagement, overcoming objections. But if the change itself was not designed with the organisation in mind - if it ignores the patterns, the practical realities, and the lived experience of the people involved - no amount of communication will make it stick.

We help organisations where...

You know what needs to change. You want to do it in a way that actually lasts and brings people with you.

You want change that people genuinely understand and believe in

We help you build the kind of change that makes sense to the people living it

You want new ways of working that stick, not just new announcements

We help you embed change into how the organisation actually functions

You want to work with people's energy, not fight against resistance

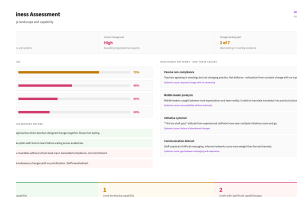
We help you understand what matters to people and build change around it

You want your organisation to get better at adapting over time

We help you build the capability for ongoing change - so it becomes a strength, not a disruption

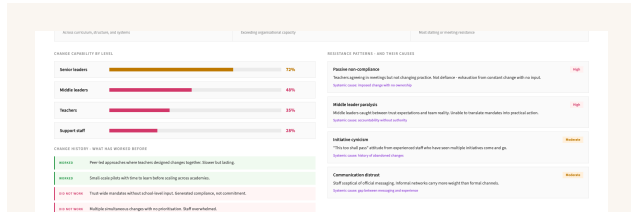
Change is not a project. It is how healthy organisations work.

Most change management frameworks treat change as something unusual - a disruption that needs managing until things go back to normal. But organisations that thrive do not treat change as an event. They build the capability to adapt as a normal part of how they work.



Four connected areas of work

Every change is different, and every organisation is different. But our change management consultancy typically moves through four connected areas - understanding the system you are working with, designing change that fits, supporting implementation through the messy reality, and building your capability to keep adapting independently.

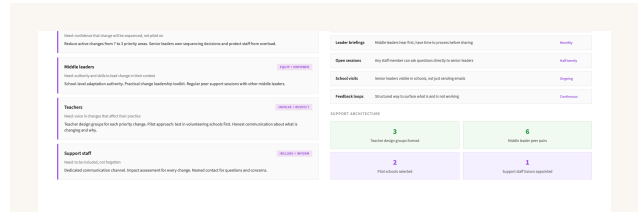


01

Understand

Before designing a change approach, you need to understand the organisation you are working with. Not just the stated strategy and the org chart, but the real patterns - how decisions actually get made, how information actually flows, where power actually sits, and what people actually care about.

A clear, systemic understanding of the organisation that enables change to be designed for how things actually work, not how the org chart says they should.

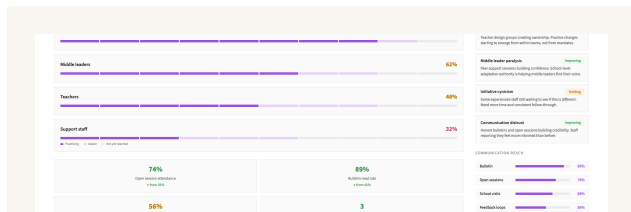


02

Co-design

Change approaches that are designed in a project office and rolled out to an organisation rarely land well. The people who understand how things really work are the people who do the work every day. Their knowledge is essential to designing change that fits.

A change approach designed with the people who will make it work - practical, context-specific, and owned by the organisation rather than imposed on it.

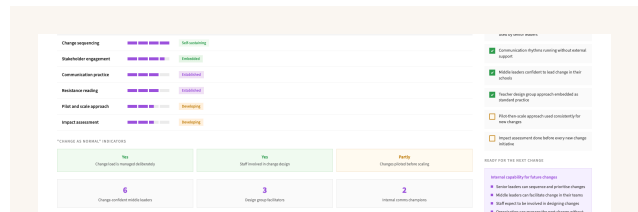


03

Implement

The plan never survives first contact with reality. That is not a failure - it is how change actually works. The critical thing is having the support, the perspective, and the flexibility to adapt as things unfold.

Change that lands in practice, not just in theory - supported through the reality of implementation, not abandoned to it.



04

Build capability

The goal is not to manage this one change well. It is to build your organisation's capability to navigate whatever comes next. We call this change fluency - the distributed ability to understand change, design good approaches, and support people through transitions.

An organisation with genuine change fluency - the capability to navigate change as a normal part of how it works, not something that requires external support every time.

<p>70%</p> <p>of change programmes fail to meet objectives</p> <p>McKinsey</p>	<p>5x</p> <p>more likely to succeed with effective change management</p> <p>Prosci</p>	<p>6x</p> <p>ROI from investing in change management</p> <p>Prosci</p>	<p>33%</p> <p>of leaders say change fatigue is the biggest barrier</p> <p>Gartner</p>
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OUTCOMES

What becomes possible

Organisations we have partnered with through our change management consultancy describe a shift in how change feels. It stops being something that happens to people and becomes something they are part of. The language changes. The energy changes.

Change that actually lands Because it was designed for how the organisation really works, not how someone wished it worked

Less resistance, more engagement Because people were involved in the design, not just informed of the outcome

Faster adaptation Because the organisation's ability to navigate change improves with every transition, not just the current one

Leaders who can lead change Because they understand the system they are leading and can read what it needs

Sustainable momentum Because change capability is built into the organisation, not dependent on a project team

Good change management is not about controlling a process. It is about building an organisation that can keep adapting, learning, and improving - led by the people who know it best.

Ready to explore what this could look like for your organisation?



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