

PEOPLE & CAPABILITY

# Organisational Development Consultancy

We help organisations develop as whole, living systems -  
improving how they work, how they adapt, and how they grow,  
from the inside out.



CONTEXT

# You want your organisation to keep getting better - not just fix what's broken, but genuinely grow. We help you build that momentum.

Organisational development is the ongoing practice of making your organisation better at what it does. Not through one-off interventions, but through a sustained, thoughtful approach to improving how the organisation works as a whole - its structure, its culture, its capability, its operations, and the connections between them all.

Many organisations invest in isolated improvements - a restructure here, a training programme there, a culture initiative somewhere else. Each makes sense on its own, but without a systemic view, the improvements do not add up. They can even work against each other.

## We help organisations where...

You want an organisation that keeps getting better - where development is how things work, not something that happens once a year.

### You want improvements that connect and reinforce each other

We help you create development that works across the whole system, not just in pockets

### You want to build the muscle for continuous improvement

We help you establish the practices and rhythms that make getting better a habit

### You want development that's wired into how the organisation functions

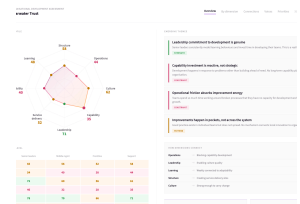
We help you embed it into daily work - so it sustains itself without heroic effort

### You want to invest in evolving the organisation, not just reacting when things go wrong

We help you shift from crisis-driven change to deliberate, ongoing growth

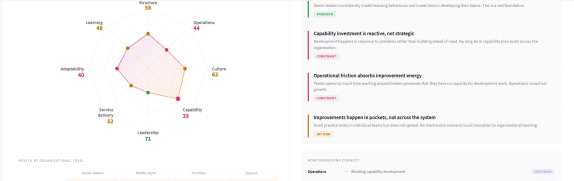
## Why real development means growing the whole organisation

Every organisation is a living ecosystem. It has patterns, rhythms, and connections that determine how it works. Organisational development, at its best, is the practice of stewarding that ecosystem - understanding it, nurturing its health, addressing what constrains it, and helping it grow.



# Four connected areas of work

Every organisation is at a different point in its development. Our organisational development consultancy typically moves through four connected areas - understanding the current state of the organisational ecosystem, designing a development approach that addresses the whole system, making improvements real through practice and implementation, and building the internal capability for ongoing organisational development.




**01**

## Understand

Before developing the organisation, you need to understand it - honestly and holistically. Not just the areas that are causing visible problems, but the whole system. Where is it healthy and where is it constrained? What is working well and what needs attention? How do the different parts of the organisation support or undermine each other?

*A clear picture of organisational health - strengths, constraints, and priorities for development, seen as a connected system.*

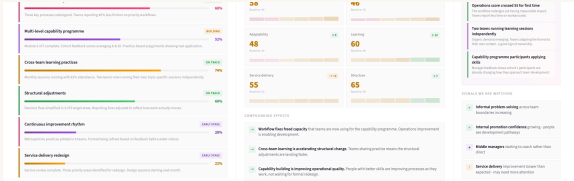


**02**

## Co-design

Organisational development is not one-size-fits-all. The right approach depends on where the organisation is, what it needs to achieve, and what it has the capacity to take on. A thoughtful development approach works at multiple levels - individual, team, leadership, and organisational - and ensures that improvements in one area support improvements in others.

*An organisational development approach designed for your specific context - connected, realistic, and designed to create compounding improvement.*

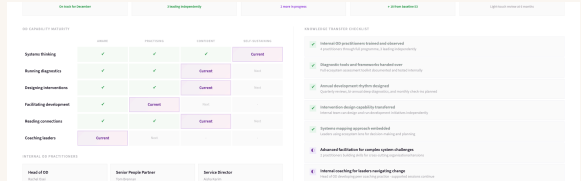


**03**

## Implement

Organisational development is a practice, not a plan. It happens through doing - through trying new approaches, learning from what works, adjusting, and gradually building new patterns. The most effective OD is embedded in the real work of the organisation, not run as a separate programme.

*Organisational development that is felt in how the organisation actually works - not just planned, but practised.*



**04**

## Build capability

The goal of our organisational development consultancy is to make your organisation capable of developing itself. Not dependent on external consultants for every improvement. Not waiting for the next transformation programme. An organisation with the skills, practices, and confidence to keep growing on its own terms.

*An organisation with the internal capability to keep developing itself - growing stronger, more adaptable, and more effective over time, on its own terms.*

**5x** return on investment from organisational development *CIPD*

**30%** improvement in organisational effectiveness with sustained OD *McKinsey*

**2x** more likely to retain talent in developing organisations *Deloitte*

**85%** of executives say organisational agility is critical to success *McKinsey*

## OUTCOMES

# What becomes possible

Organisations we have partnered with through our organisational development consultancy describe a shift from reactive to intentional. Instead of firefighting problems as they arise, the organisation develops the ability to grow and improve as a practice. It becomes normal, not exceptional.

**An organisation that keeps getting better** Because development is ongoing, not periodic

**Improvements that compound** Because they are designed as a connected system, not isolated initiatives

**Greater adaptability** Because an organisation that develops well can navigate change more easily

**Stronger people at every level** Because organisational development invests in capability throughout, not just at the top

**Less need for external intervention** Because the capability to develop the organisation is built inside it

*Organisational development is not a project. It is a practice - the ongoing work of helping an organisation grow, adapt, and improve as a living system. When it is done well, it is the best investment an organisation can make.*

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



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