



Transformation of a leading scientific research council

Formed in 1995, the Council for Central Laboratory Research Councils is an independent, non-departmental public body of the Office of Science and Technology which itself is part of the Department of Trade and Industry. It employs around 2,000 personnel and has an annual turnover of around £170m.

In response to the Gershon Review of public sector efficiency and to significant pressures from its own board to reduce overhead costs significantly, the Council undertook a major transformation programme to enhance the scientific output and reputation of CCLRC through:

- Re-organisation to achieve cultural change
- Overhead cost reduction to provide more funds for science
- Business Process Re-engineering to streamline processes

Energize was commissioned as lead consultant to the programme to:

- Develop the overall transformation strategy and plan
- Coach the Executive Board and Programme Leadership Team
- Lead the work on culture change
- Provide specialist input on Business Process Re-engineering; Programme Management; and Change Management

The transformation objectives were delivered in line with aggressive targets and timescales through a team of consultants that included:

- GK Solutions – Financial Management
- Gelst – IT and Shared Services
- Brackley Partners – Change Leadership
- Change Track Research – Survey of staff and performance
- Territory Mapping – strategic workshop