

Better business *for a* better world.

2024

loading...



pthr.co.uk | [@TeamPTHR](https://twitter.com/TeamPTHR)

Certified



Corporation



We are #TeamPTHR

A connected, collaborative enterprise of conscious business activists. With audacious dreams framed by our mission: **Better business for a better world.**

Our purpose is to transform teams, and the way they operate, to help people flourish in their work.

Our Manifesto. We exist to:

Help clients, partners and fellow positive activists transform, adapt and reinvent themselves through assisted systems of designing, facilitating, coaching, teaching and experimenting with us;

Know as much about the next stage in human, organisational and work evolution to help others learn and be enlightened about the ways to craft better lives through good work;

Bring together as many key players as we can in creating a coalition that builds a better future of work;

And

Place more business imperatives towards the climate emergency and regenerative activities for our planet.

Founded in 2012

HR Most Influential 2022

Perry Timms ranked the Number 1 Most Influential Thinker in HR
Inducted into the HR Most Influential Hall of Fame in 2023

TEDx **LinkedIn** Learning



SEMCO
INSTITUTE
Certified Self-Management Expert



Shortlisted - Business Book of the Year 2021



Your OD Membership Community

Corporate Member
of the OD Academy



PTHR is a WorldBlu Certified
Freedom Centered Organisation



People & Transformational HR | [PTHR.CO.UK](https://pthr.co.uk)



Certified



Corporation

This company meets the
highest standards of social
and environmental impact

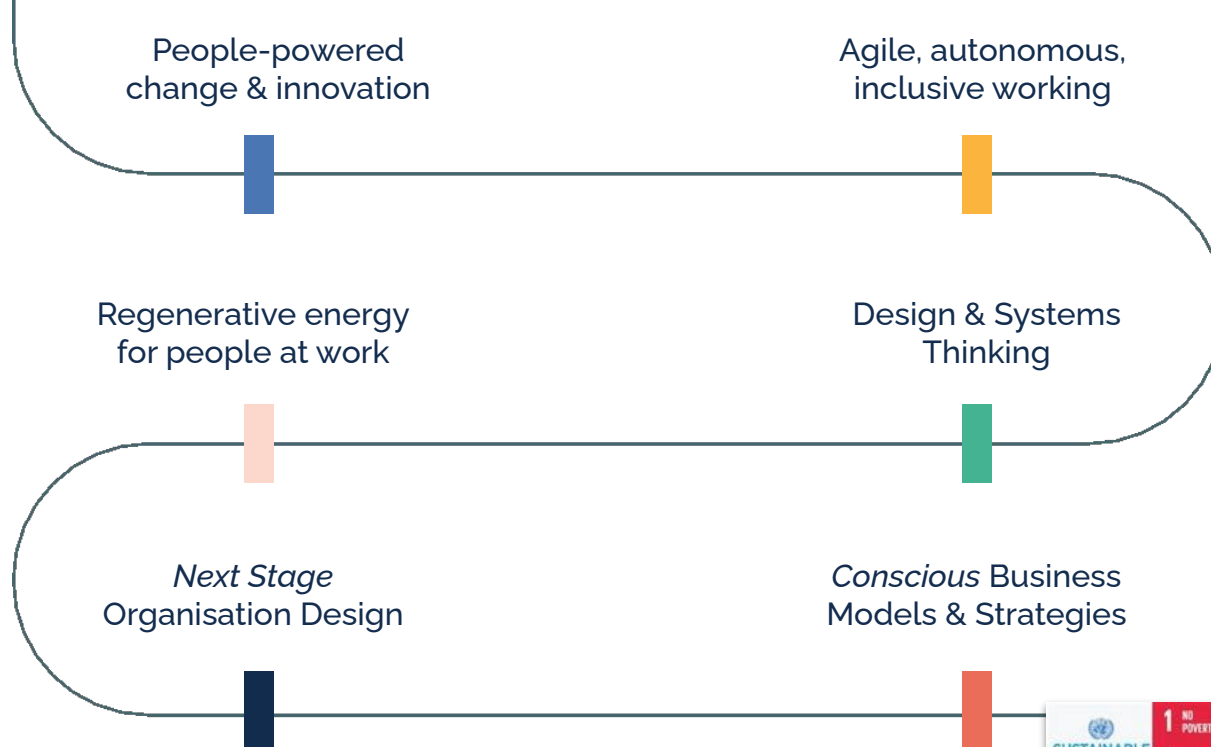


PTHR Ranked in the Top 5% Globally of all Certified BCorps

Ecologi | **climate action**
workforce



What we do



Problem Statements for HR, OD, Change, Learning and People & Culture Teams in Fives:

- (1) Strategy and Operating Model refresh: **We need a new way to organise ourselves and set our compelling direction. We need something new, progressive and future-focused that helps us align ourselves with our complex challenges.**
- (2) Pressurised, intense transformation & change: **We are hard working people but we need some fresh thinking and tools to help us with increased needs, demands, complexity and pace of our projects, ongoing work and development.**
- (3) Motivation, team spirit/engagement a sense of achievement and incessant workflow: **We feel a little lost and it is difficult to feel our sense of value, accomplishment and meaningful work linked to our purpose, values and objectives**
- (4) Load balancing and enhanced capabilities: **We know we need to learn our way into the new challenges we face, but we're already over-capacity and this will only become more acute as the changes in work and our backlogs stack up.**
- (5) Organisational shape, flow, collaboration and value creation: **We are somewhat overwhelmed by our demands yet we know the organisation's design and effectiveness needs attention, and shifting to something more optimal for increased effectiveness, stability and future adaptability.**



KEY DELIVERABLES, SERVICES & VALUE PROPOSITION

1.

CONSULTING, ADVICE & MODELLING

Organisation Design & Development;

Business & Operating Models;

Strategy Creation & Delivery;

Strategic Workforce Planning;

Performance Optimisation - systems and processes for workload and workflow in remote, hybrid and onsite models.

2.

COMPETENCE & CONFIDENCE BUILDING LABS

Virtual/online Labs and workshops for:

Agile Project Development;
Impact Mapping;
Design Thinking;
Team Dynamics;
Hybrid Working;
Business Partnering;
Hackathons & Innovation;
Learning;
Job Crafting;
Transformational HR.

3.

KEYNOTE SPEECHES, ROUNDTABLES & PANELS

Virtual and on-stage

Next Stage Organisations;
The Evolution of Work;
Transforming/Reinventing HR;
Self-managed teams;
The Agile Organisation;
The Energised Workplace;
Leadership in the networked, dispersed and information age;
Value creation and prosperity in the networked era.

4.

THE STATE OF FLOURISHING SURVEY & REPORT

Behavioural Science-based survey and assessment.

Going *beyond engagement* into a flourishing people experience.

How inclusive, trusted, motivated to perform and together are your teams in a psychologically safe and purpose-aligned way?

WE ARE ENERGISING. WE CO-CREATE. WE ARE LED BY INSIGHT

Framed by our unique *Business Reinvention Labs* using digital-first, immersive simulations and experiences, informed by our unique *State of Flourishing Report* and immersive consulting, learning and modelling services.





“So what do you do at PTHR *more specifically?*”

We're a niche consultancy that helps **HR**, but also **Operational Teams** with their complex challenges and demands in **change, performance, culture and engagement**. We describe our work as progressive because it is beyond the traditional conventions of HR and Operations.

We help teams with **new strategies, skills and systems** so they can create impact for people and transform the way they operate in an ever-changing world of work.

Our sweet spot in recognised HR practice is **Organisation Design, Development and Effectiveness** and our expertise is in **agile and self-managed systems of work**.

We specialise in **next-stage** and **evolutionary ways of working** and we operate as a **100% remote, flexible and self-managed** team. We have no hierarchy and are considered unorthodox. We use our experiences to help clients with their evolution to their next stage.

We are also **conscious corporate citizens** and put planet, people and purpose before profit. We practice **prosperity and equitable chances** in work and life.

Our mission is ambitious, but we see the need for it and believe in it with all we have: **Better business for a better world.**

WE ARE GUIDED BY THE PRINCIPLES OF



More than Profit

Next stage organisations and conscious business approaches driven by more than profit, that cares for people, communities and the planet.



Self-Determination

Autonomous, aligned, agile ways of working where people collaborate, learn and flourish together in unifying self-management.



Justice & Belonging

Democratic, inclusive and kind leadership that is in service of the people that makes the organisation viable - colleagues, customers, communities, collaborators.



Design & Systems Thinking

Design and Systems Thinking methodologies that lead to more inclusive, shared accountability.



Energy & Wellbeing

A culture of wellbeing, care and respect for difference that creates regenerative energy for people in the workplace.



Applied Psychology

Organisational psychology practice that enables us to optimise and actualise peoples' contribution to their work.



Learning as Work

Learning as work; where people are defined by the work they do not the job they have and continuous development is vital in the work we do.



Exploration & Curiosity

We let our imagination, intrigue and ignited interest lead to the discovery of what is beyond the boundaries of known practice and cultivate our pioneering approaches

Who we work with



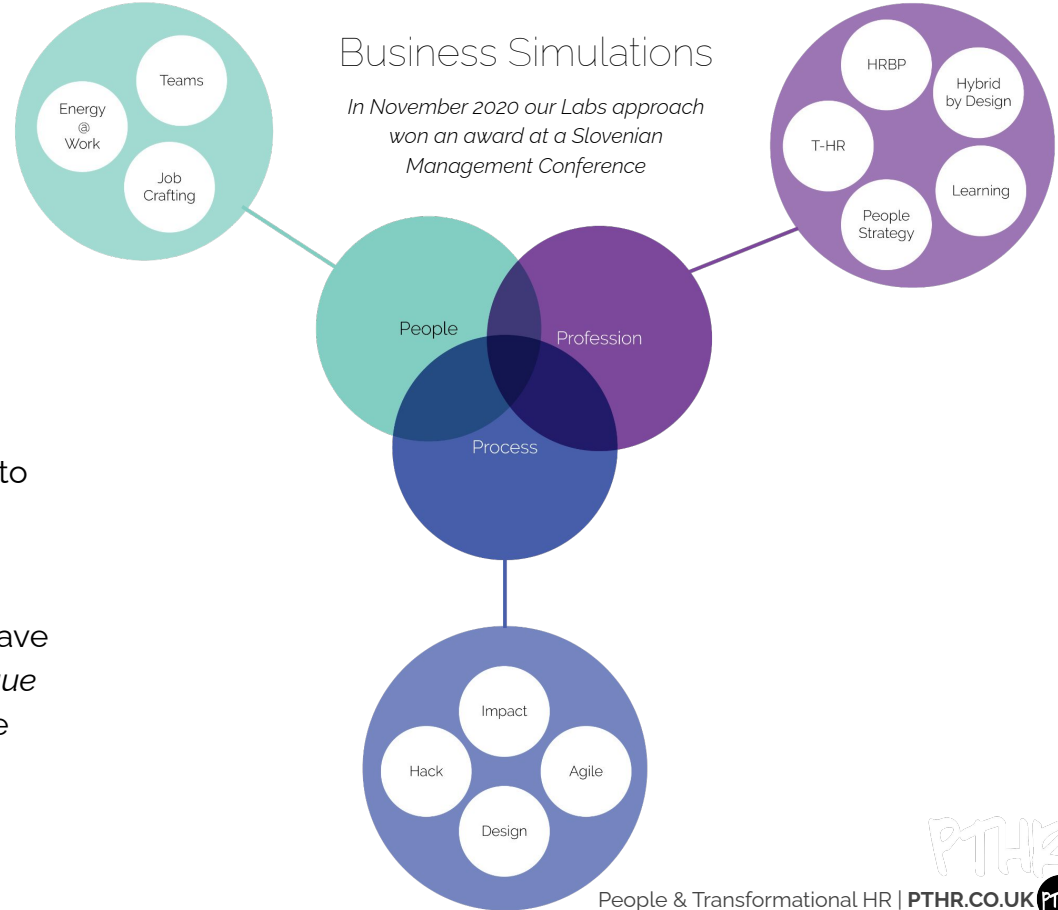
BUSINESS REINVENTION LABS

CONTEXTUALISED, TAILORED, ADAPTED **ALWAYS**

Immersive, online, award winning* *business simulator* environments, where we bring real work to teams with things to learn, problems to solve and solutions to invent.

Up to 3 hours facilitated Labs, that are highly participative and with pace. We believe we have found the antidote to *Zoom or MS Teams fatigue* with these highly engaging, creative, inclusive and productive Labs.

www.pthr.co.uk/solutions/labs



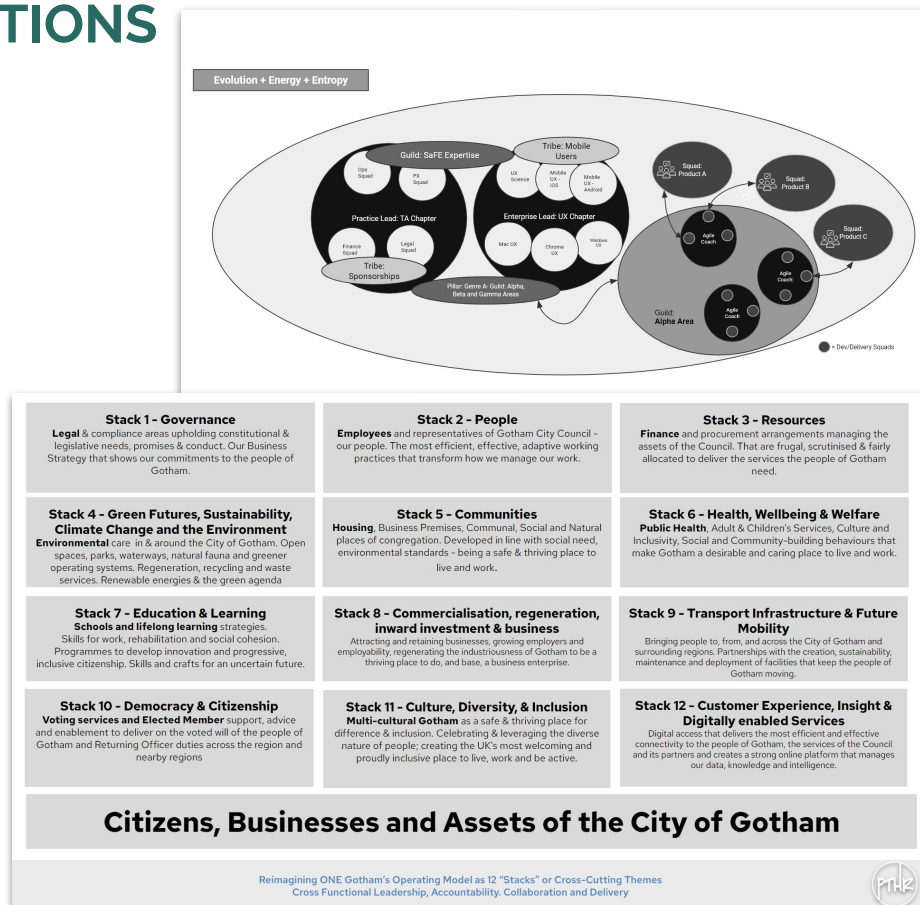
TRANSFORMING ORGANISATIONS

Progressive and Next Stage Organisation Design and Development

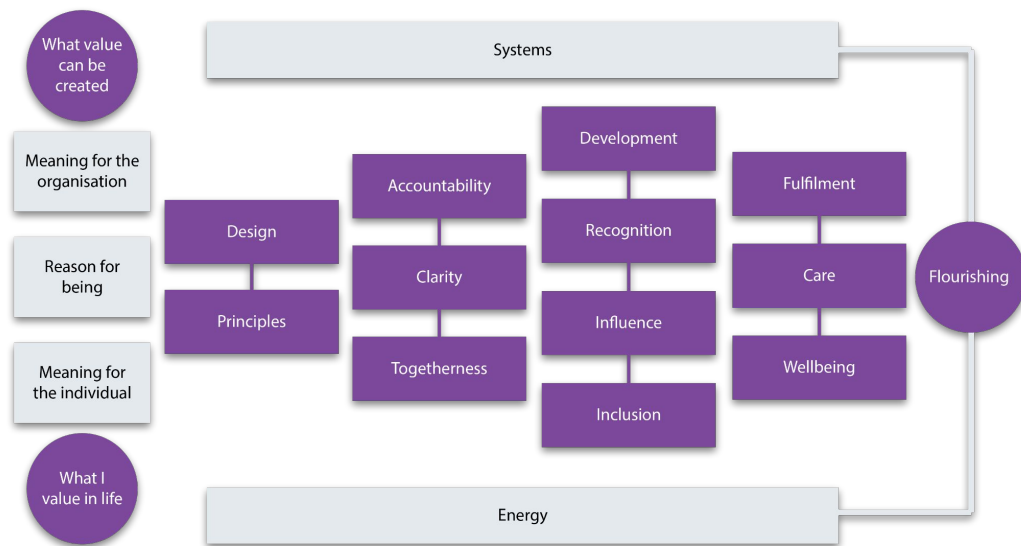
Understanding the flow of work, decisions, communication, by analysing and designing options for aligned, optimised organisational constructs, systems and processes.

Using a range of conventional and contemporary applied theories we specialise in more creative design of organisations in more responsive and sustainable ways.

We use our unique *Operating Model as Stacks* approach, alongside self-managed systems, to flatten hierarchies and create more inclusive ways to align people, process and performance.



TRANSFORMING WORK



Co-creating the future with Leadership, HR, Change and Innovation Teams to create inclusive and adaptable ways for organisations across all sectors.

Adaptable business models and work stacks plus human-centered design for self-managed, democratic and agile ways of working.

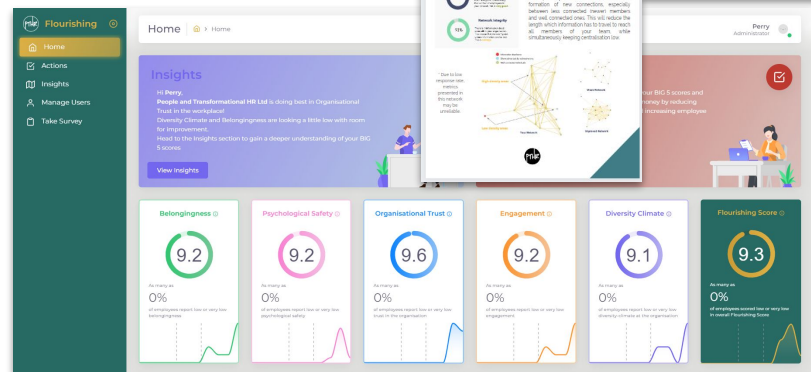
Helping craft an inspiring, transformative purpose and assessing the impact and priorities using PTHR's own (featured in the book *Transformational HR*), **42@Work Model**.

A PEOPLE EXPERIENCE FIT FOR 21st CENTURY WORK

New for 2023!
Our **State of Flourishing** Report.

A survey-based, behavioural and social science-led report, providing insight and evidence around:

- Inclusion
- Trust
- Motivation
- Psychological Safety
- and
- Belonging.



TRANSFORMING TEAMS

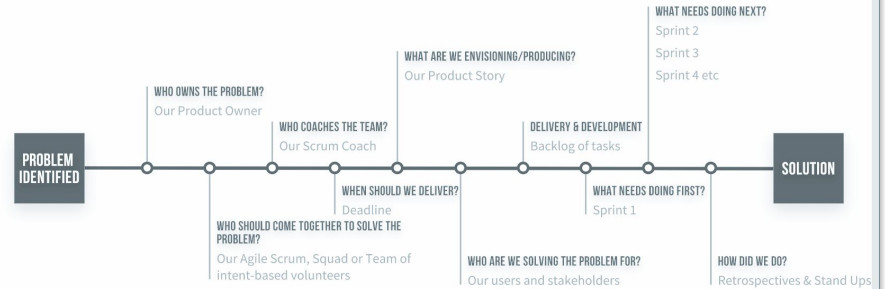
**Agile, autonomous, aligned teams
Working cohesively in safe and
inclusive environments.**

Tackling change, transformation and innovation challenges through Scrums, Squads and Huddles.

Sprint-based working producing prototypes and pacy, intensely focused, inclusive environments that involve all in a team.

Using Agile Coaching, Design & Systems Thinking, plus Hackathons to bring about lasting change; using diversity of thought, energy and imagination.

AGILE TIMELINE: ASSEMBLING AN AGILE SQUAD, SCRUM OR TEAM



TRANSFORMING HR

A reinvented, reimagined people and organisation development profession

A transitional Four-Zones Model for HR that reassembles key functions, roles and specialisms for a more Agile, adaptive HR proposition.

An HR function that optimises the benefits of 21st century business models and leads people-powered changes that create better working experiences for all.

And as we enter into Web 3.0, HR 3.0 for the *turbulent twenties!*

HR 3.0

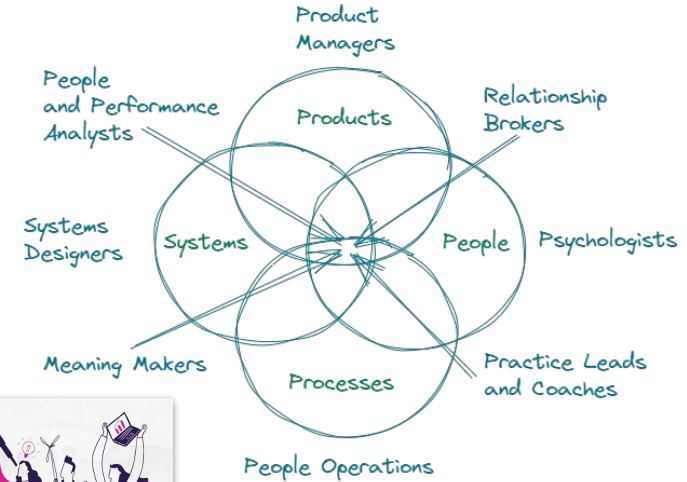
An HR Model over 25 years old and still hanging on

Shared Services

Centre(s) of Excellence

Business Partners

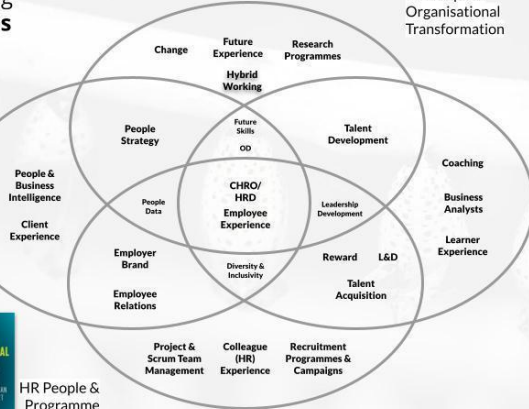
With the emergence of Web 3.0, we need HR 3.0



Mapping Existing HR Deliverables

HR People & Organisational Transformation

HR People Strategy & Partnerships



HR People & Programme Support

New resource

The State of OD 2023

An exploration of the field's definition, skillset, impact and future.

HR People Performance & Development

The state of HR 2021

Compiling research, thought leadership and emerging practices for the people profession

Evolving values The State of HR 2023



Bringing ingenuity to life.

PA Consulting believes in the power of ingenuity to build a positive human future.

This is PA's purpose, the lighthouse guiding what we do, how we do it and, most importantly, why we do it. It means we're proud to work with clients who make a positive contribution on ground-breaking and innovative projects that improve people's lives.

For PA, ingenuity is a mindset. We're optimists who believe that when you put bright people and brilliant technology together, amazing things happen. It isn't just transformative and fascinating. It means delivering actual results every day, helping find new opportunities for our clients, communities, and the wider world.

It's this mindset that creates the environment for progress. And with this at the heart of who we are and what we do, we believe that a positive human future is perfectly achievable.

PTHR KEY PARTNER



ABOUT US

If you build pyramids, you should expect mummies. If you create a horizontal organization, you leave room for autonomy and trust. Autonomous, self-organizing teams succeed because they have a greater sense of responsibility, can respond faster to change and accelerate innovation. The people in these teams are happier and they in turn lead to happier customers. Join us and release the innate capacity of your employees to adapt, perform better and be entrepreneurial in their thinking. Then, sit back and watch your growth naturally soar.

Ricardo Semler and his company Semco gained international recognition for the groundbreaking alternative approach to management and organization they embodied. The Semco Style Institute (SSI), which was built upon this strong foundation, began operations in May 2016 in the Netherlands. Today, SSI is active in 11 countries and actively supports multiple organizations that range from fast-growing small-to-mid sized enterprises to multinational corporate companies. SSI's mission is to shape the future of work and we do so by helping organizations achieve more impact and better performance, with employees who are happier and more engaged.

[Read more about Ricardo Semler and the origin of the Semco Style Institute .](#)



Admiring Self-Managed enterprises is one thing, doing self-management is another and being qualified in self-management is where we chose to be.

We're delighted to not only help the creation of the new partner - Semco Style UK - but also Global team at Semco Style Institute bring more awareness, accreditation and application to self-managed ways of working, organisation design and leading into the future of work.

From Ricardo Semler's iconic work at Semco in Brazil to a global movement shifting the way people lead and work.

Our Collaborators

Affiliates and Supporters



dragonfish

foresight



tailored.
thinking

TCM GROUP

tuff



Venture Partners

BRIDGE



Fat Panda.



Associations and Communities



WORKING
FUTURES



Your OD Membership Community



Stack 1 - Strategy:

Vision, Gameplans & OD

In order to give our dreams a fighting chance of success, we will form them into a coherent, inspirational and progressive strategy. Our strategy will help us navigate the future and evidence our accomplishments.

Stack 2 - Capital & Cadence

Finances & Fuel

We use open-book management practices, with full transparency about our revenue/capital approaches and utilisation. We will deliver self-set rewards for the team and create investment pots for our services & ventures.

Stack 3 - Engagement

Marketing & Brand

We won't sell to anyone, but we will allow our exuberance for our work to come across in content and shared information. If clients & partners choose us, they do so willingly, with good intentions about us.

Stack 4 - Services:

Clients & Consulting

We believe our range of products are what the business world needs, tailored for clients & sectors. Alongside our bespoke consulting & advisory work, we stand for enabling our clients to start with us, and succeed without us.

Stack 5 - Insight & Intelligence:

Content & Research

We thrive on being connected to the most up to date and pioneering research, case studies and evidence-based changes in the world of work. We will utilise and create our own impactful insight in our work.

Stack 6 - Communities:

Partners & Protagonists

In line with our principles, we want to work with others for the bigger changes needed in the world. We can't build/know everything the world needs, and link with others who know & do things additional to our offer.

Stack 7 - Innovation:

Spin-outs & Venture Incubation

We believe in designing our own futures, yet it's not that easy when you've a "day job". So for those ideas you want to try out: We'll host/incubate that dream with those who share our principles and aspirations.

Stack 8 - Sustainability:

Economics, Social & Environmental Impact

We continue to be carbon positive and do good for people, society and the planet; developing our own *Green New Deal*. We will do *our bit* to regenerate the planet and believe business can be a force for good.. We make positive environmental promises to the world.

Stack 9 - Products:

Progressive Practice & Products

Our range of products are what the business world needs, tailored for clients & sectors. We continue to develop and expand our product range, and offer product availability to meet client needs, as an addition to our consultancy services.

People

We will create an enterprise with people who care for each other and flourish through personal and professional welfare, development and autonomy, operating flexibility for a balanced life.

Operations

We are a self-managed, accountable and effective team who focus on creating value for each other, our clients and partners in efficient and creative ways, sustainably managing our revenue and finances and compliant activities.

Principles

All who work with us, believe in, live and work with these principles. They bind us, guide us and support us. We are a giving organisation and believe in kindness and care for others.

Business Model Stacks & Pillars for 2024



Stack 1 - Strategy:

Vision, Gameplans & OD

Our planned aspirations; expansion through diversification and growth.

(Stack Owner: Kirsten, Stack Supporter: Perry)

Stack 2 - Capital & Cadence

Finances & Fuel

We will be open by default and participative in utilisation of all our money matters including compliance and investment, spend and reward

(Stack Owner: Katy, Stack Supporter: Perry)

Stack 3 - Engagement

Marketing & Brand

Communication channels and awareness, narrative and stories of PTHR mission and services.

(Stack Owner: Perry, Stack Supporter: Kirsten)

Stack 4 - Services:

Clients & Consulting

Business Reinvention Labs including Agile Squads; Hackathons; PTHR OD <On-Demand> Books & Feature writing; Consulting & Advisory services.

(Stack Owner: Perry, Stack Supporter: Kirsten)

Stack 5 - Insight & Intelligence:

Content & Research

Conducting and curating research to be a valued source of insight & inspiration.

(Stack Owner: Katy, Stack Supporter: Cata)

Stack 6 - Communities:

Partners & Protagonists

Developing our clients and working with awesome co-conspirators, collaborators and create/support a community of fellow progressive work activists.

(Stack Owner: Maddy, Stack Supporter: Perry)

Stack 7 - Innovation:

Spin-outs & Ventures Incubation

Hosting ideas and ventures with TeamPTHR & our affiliates. Advising, validating and stress-testing concepts. Connecting to clients and the PTHR network for tests and pilots, insight and research.

(Stack Owner: Cata, Stack Supporter: Maddy)

Stack 8 - Sustainability:

Economics, Social & Environmental Impact

Understanding our ecological impact & creating offsetting strategies + B Corp Certification

(Stack Owner: Kirsten, Stack Supporter: Cata)

Stack 9 - Products:

Progressive Practice & Products

Research, application and understanding of the sciences of people individually, collectively and the working world

(Stack Owner: Maddy, Stack Supporter: Katy)

People

<Cata stewards>

Operations

<Katy stewards>

Principles

<Kirsten stewards>

The Leaderful Circle (TLC) - distributed leadership

Stack Owner: Shapes Strategy, leads engagement. **Stack Supporter:** Support, facilitator and deputy for Stack Owner.

Stack Players: Whole team, all stacks, where needed. **Stack Owner & Stack Supporter = Gemini**  **Leads**



Plans



#TeamPTHR 2024 Strategic Narrative

Macro challenges continue to ravage and damage our world - the war in Ukraine, the Gaza-Israel conflict, increasing tensions in South America; to the cost of living crisis, ongoing economic uncertainty and fragility. It is fair to say we are continually hit with a narrative of gloom and doom. And yet, in that failing series of systems - something acclaimed Systems Thinker Russell Ackoff calls "a mess" - we see an emergence, a turning, towards something that has to be regenerative, restorative and perhaps even a renaissance, or rebirth.

Our **Strategic Narrative for 2024** is about being reborn: **PTHR Revitalised**. The 2023 calendar year was our toughest year since our inception in 2012. We felt the financial constrictions of organisations in the UK; and whilst being fortunate to have more client projects on our roster than ever, operational costs also increased. Our equilibrium for economic sustainability was out of kilter. And with this increased demand came increased pressure, yet unfortunately our team could not remain as was. However from a storm, comes calm. And now, as we enter 2024 we are more united in our mission, unified in our appreciation for each other, and understanding of the task at hand. Our collective intention to being **the most life-friendly organisation** is unwavering.

To create teams where people flourish we must practice what we preach whilst drawing on inspiration and evidence from the world around us. So, internally, we will continue to focus and strengthen through our ongoing evolution; through enhanced curiosity and revitalised exploration. Our curiosity will lead us to new ways to tackle our own and our clients and our community's challenges. We will enter into new thinking on products, services and ventures/spin-outs. And amplify our already growing library of co-authored reports, and bring in a wealth of niche experience to our revamped Visiting Transformers community. Our exploration will inform our work with our clients, and vice versa; connecting macro trend and meso challenges such as strategic workforce planning, the human energy crisis, hybrid working shortcomings and particularly, change in the flow of work.

We will also strengthen our place as a **Certified BCorporation** by going through our recertification, we will again renew our **Living Wage and Menopause pledges**, continue with our **4-day Working Week** Gold Standard, submit a renewal to remain a **Flexa-verified Flexible Organisation** and we can proudly say we are over 30 months **climate positive** through our **Ecologi** offset. We aspire to *up the ante* on our commitment to the **WorldBlu Freedom Centred** and **Semco Style Institute** communities; this activism being catapulted by Perry's February keynote at the WorldBlu summit and sharing a stage with Traci Fenton, Garry Ridge, Ricardo Semler and other pioneers in self-managed, freedom-centred enterprises.

As with years prior - thus, a practice that does not need to evolve - our strategy is framed around **4 Ps: People, Performance, Position; and Products**. However this year is different in that the strategic objectives will **all** be co-created and co-defined; with reference to the individual "Stack Strategies" shaped by our reformed team as "Stack Owners". This year also differs in that we have a successful spin-out in *ARC*, a venture which will remain as owned by PTHR but with more operational and financial autonomy. The launch of a spin-out is an option for all Transformers; our focus on revenue generation seen last year can be fuelled by new opportunities. Currently, we are incubating our next big spin-out, *P3 Nexus*.

Doom and gloom it may be in many minds, but there is an element of salvation in that despite macro-level wicked problems around us, and this ripples throughout organisations, we are here to guide ourselves and clients, partners and community through it. Our work to enable *people-powered change* and *progressive OD* with lasting impact is salient, justified, and increasingly sought after.

We see this in published articles, speak about this in the connecting conversations we have, and importantly, we hear this from the words used by our clients. So, we will maintain and enhance our position of influence to the greater macro issues in the world of work. And we will refine, improve and add to our products and services, offers and overall proposition to the world. Whilst, as a team, being more connected and attuned to the client projects that keep us in existence.

**The year of PTHR Revitalised. This is when we will have a year of discernible and infinite impact. Where paradoxically we stabilise yet we continue our restlessness for better
All in pursuit of our mission: *Better Business for a Better World*. Which has more salience and significance than the year before, and perhaps, ever.**

#TeamPTHR



Catalina Ticau
Chief Performance Officer
Practice Lead: Incubation
& Digital Products



Maddy Woodman
Head of Products and L&D
Practice Lead: Organisational
Psychology & Inclusion



Kirsten Buck
Chief Futures Officer
Practice Lead: Sustainability
& B Corp Certification



Perry Timms
Chief Energy Officer and
Practice Lead: Innovation



Katy Stanley
Chief Operating Officer
Practice Lead: Systems



Certified



Corporation

Our Visiting Transformers



Agatha Fox
Practice Lead:
Change & Engagement



Alessia Mevoli
Practice Lead:
Future HR Careers



Amy King
Practice Lead:
People Science



Anouska Ramsay
Practice Lead:
Culture & Talent



Eva Morales
Practice Lead:
Circular Economy



Danny Seals
Practice Lead:
People Experience



Hannah Rogers
Practice Lead:
Future Communities



Kim Atherton
Practice Lead:
Agile Practice



Tom Paisley
Practice Lead:
Digital Production

Our Key Collaborators



Adrienne
Strategy



Alannah
Psychology



Barbara
Learning



Becky
Content



Carina
Digital Content



Carmanah
Wellbeing



Cheryl
Future HR



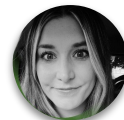
Gail
HR Practice



Holly
Volunteer Orgs



Jen
HR Strategy



Jo
Talent & Learning



Josh
Digital Learning



Lizzie
Culture



Louise
Social Mobility



Maja
Agile HR



Matt
Learning Strategy



Milly
Progressive HR



Shakil
HR & Inclusion



Sharon
Burnout Prevention



Tamasin
Strategic HR

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@TeamPTHR



TeamPTHR



UK
(Aberdeen, Berkshire,
Essex, Northants)
Romania.

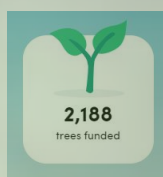
Certified



This company meets the highest standards of social and environmental impact

Corporation

Ecologi | climate
action
workforce



Better business *for* a better world.



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