

Where we are

Based near Cambridge,
we are conveniently placed
to serve businesses anywhere.

OBSIDIAN
CONSULTING

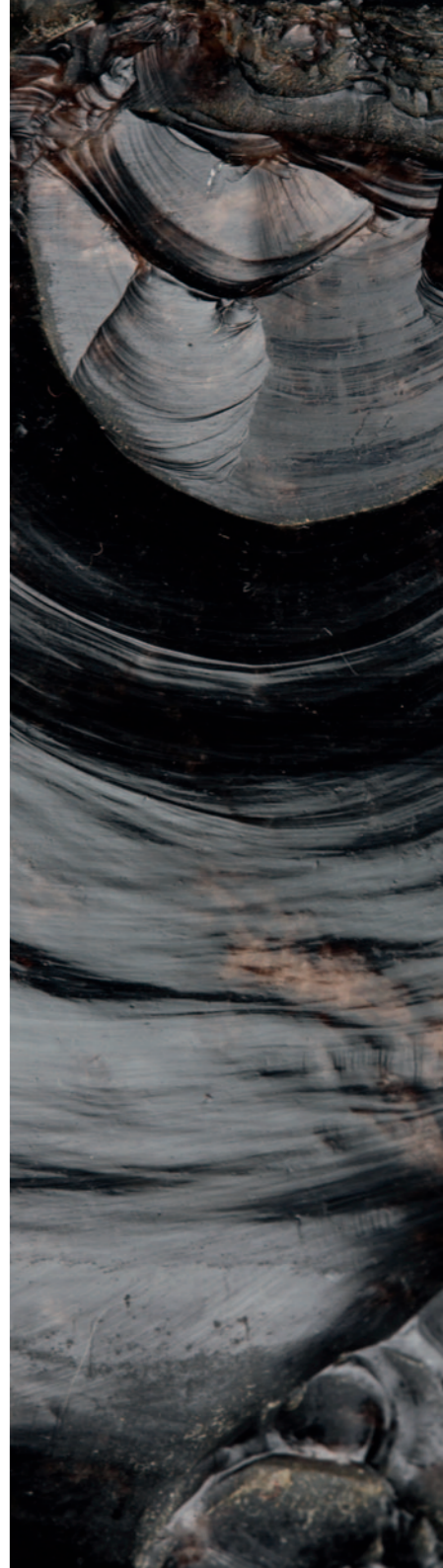
The Maltings, Station Road
Newport, Saffron Walden
Essex CB11 3PL

Tel: 01799 543707 Fax: 01799 543762
Email: enquiries@obsidian.co.uk
www.obsidian.co.uk

OBSIDIAN
CONSULTING

Improving
business
effectiveness

A clearer way of thinking





What we do

Obsidian is a business consultancy. Our specialists in differing aspects of management help improve business performance. Our aim is to make your people effective; your teams effective; your processes effective.

We offer expert consultancy, facilitation, training and coaching – whatever it takes. Everything we do is tailored specifically to clients' needs, using approaches regarded as best practice, many developed within Obsidian. Diagnosis and treatment are always agreed with the client in advance.

Who we are

Obsidian is a long-established partnership of specialists with complementary business skills. All have held senior management positions before entering consultancy, so understand client issues. Our 'FIT' values drive how we work:

Focus: We focus on areas of business aligned with our offering and in which we have specialist knowledge and experience, in order to provide our clients with significant value.

Innovation: We aim to stimulate our clients with new thinking and ideas, to help them with the issues they face. We constantly work on developing our offerings.

Teamwork: We work closely together to give our clients the benefit of a choice, breadth of knowledge and experience and a reassuring depth of back-up.

About Obsidian

Obsidian is named after the semi-precious stone of the same name. Actually a glass-like material, it is formed in volcanoes. When gems are split, the edges can be harder and sharper than steel such that they were used by the ancient Egyptians for surgical and sacrificial purposes. Hard, brittle and shiny, it was held by the Aztecs to have special properties connected with clear thought and expression; to improve communications and suppress negative energy – a bit like us. These qualities of incisiveness and clarity guide us in helping our clients work more effectively.

Strategies and processes

Diagnosing of issues

Reviewing strategies

Reviewing manufacturing processes

Analysing marketing needs

Developing HR strategies and processes

Planning sales tactics

Assessing and mitigating risks

Assessing and prioritising opportunities

Investigating markets and other external influences



Team development

Diagnosing issues

Developing common objectives

Assessing talent and potential

Profiling competencies and personalities

Changing organizational culture

Improving collaboration

Targeting and evaluating performance

Developing leadership and team behaviours

Refocussing teams after departures



Individual development

Diagnosing issues

Psychometric profiling

Appraisals and 360° feedback

Auditing or developing appraisal processes

Supporting personal development

Leadership and management programmes

Mentoring directors and senior managers

Bespoke training in business skills

Coaching for change

Outplacement and supporting survivors

Mediating in conflict situations

