



Magus Toolbox Limited

The Magus Toolbox is a kit of methodologies for use by organisational managers who have a need to resolve what appear to be intractable performance and other organisational problems. Often these are so-called 'wicked problems', which are characterised by complex, multiple causes linked in interconnected causal chains. This means that simple linear cause-and-effect analysis breaks down, and simple linear solutions are not available.

A consequence is that 'off-the-shelf', one-size-fits-all solutions really are well past their sell-by-date. And mono-dimensional initiatives simply will not work. Conventional (old) ideas and platitudes from management consultants are not much use either. And, if there is one thing that is certain, the much favoured (costly; boilerplate) thick reports are not going to hack it, with their usual total silence on how to fix the problems.

Nothing less than a radical rethink about how to approach problem resolution is going to work, and that is what the Magus Toolbox provides.

- ◆ All the tools are designed to flush out hidden issues that drive organisational problems
- ◆ All are designed to create high levels of employee engagement in the process of analysis and identification of solutions
- ◆ All support the development and implementation of novel solutions
- ◆ All are for senior managers who are ready for a change in the way that they manage performance, and enable their people to give of their best

Unlike many others, we do not claim to know (up front) what your problems or their causes are. What we do know about is how to tap into the collective knowledge that exists in your organisation, by working with your people to develop their capability to fix problems from within. Whether you are in the public or private sector, we do what we do quickly and cost-effectively. Our exit strategy leaves your organisation more effective, as well as a better place to work, within the shortest possible time-frame.

Our design philosophy has been extensively researched, and is based in our core belief that all organisations are stuffed to the gunwales with latent talent, that is just waiting to be released.

What we help you achieve is to:

- ◆ Develop the problem resolution capacity of your organisation.
- ◆ Develop innovative solutions to performance challenges - delivered against agreed business objectives.
- ◆ Stimulate and facilitate change processes that really work, and that continue after the initial intervention.
- ◆ Tackle problems big and small - even those intractable 'Wicked' problems by increasing genuine collaboration across functional and/or organisational boundaries.

Oh, and by the way - we don't produce expensive, long reports - they are simply not needed. We do, however, provide you with a summary of the issues identified and actions that are being taken to fix the problems, together with a short list of actions needed by you.

Please visit the MTL web site at <http://www.magus-toolbox.com> for more information.