

The London Perret Roche Group LLC (LPR):

Overview and Profile

PURPOSE AND CORE IDEA

LPR specializes in helping companies, executives and teams generate industry-leading results. We help you articulate the future you want, then help you make it real.

We coach you to answer the question from *passion* and *vision* without referring to or being constrained by logic, pathway, feasibility and history. Then, starting with your leadership team, we coach you to put in place the *performance framework* that will serve as a guide, and the necessary *cultural elements* you will need. These cultural elements will be expressed as *practices* and *ways of being*, necessary to produce specific, measurable results consistent with what you want, results that are a break from history – a breakthrough for the organization.

To do this, we rely on and deliberately engage the commitment, knowledge, spirit and creativity of your people to form a uniquely collaborative, creative and productive culture. In this culture, people learn to focus on:

- Outcomes, not activities
- Solutions, not obstacles
- Vision, not logic
- Commitment, before pathways
- Collaboration based on commitment, not on agreement or preferences
- Making promises, not excuses
- Executing to produce the results you need to have your vision realized.

THE ART OF GENERATING BREAKTHROUGHS

Important conversations about the direction of the organization and how to deal with top priorities are frequently based on unspoken and limiting beliefs, opinions, theories, attitudes, and even prejudices. This could be described as the *organizational paradigm*.

At LPR we work with organizations, executives and teams to make the limiting aspects of the current paradigm visible. One benefit is that what was previously not doable, now becomes doable. This leads to innovative new actions and a new order of results consistent with what the organization really wants to accomplish.

WHO ARE THE PRINCIPALS?

- **Solange Perret** - French-born graduate of INSEAD and business Ph.D. with an exceptional record in executive and top management team coaching
- **Peter Roche** - Anglo-American executive turned consultant. Designer of cultures that unleash the creativity of people in small to large-scale organizations
- **Mark Hurwich** - Graduate of MIT and Wharton Business School, with an extensive experience in all aspects of strategy, translating industry change to company strategy to front-line tactics.

WHO ARE SOME OF OUR CLIENTS?

Johnson & Johnson, Reed Elsevier, Procter & Gamble, Standard & Poor's, Prudential, Pfizer, Texas Instrument, Merrill Lynch, Mercury Communications (UK), Prudential Banking-Egg (UK), Sanofi (France), and medium-sized and emerging companies setting themselves up for future leadership.

● WHAT IS LPR GROUP?

Senior consultants with extensive business experience and experience in generating breakthroughs, with a passion for making visions real, and in the process, for jumping in with others who are over-committed, even overwhelmed, at times under-resourced, yet want to succeed.

● WHAT ARE OUR STRENGTHS?

- A deep knowledge of change management and breakthrough change from extensive experience (over 20 years), intense study and the highest-level connections in the field
- A potent process led by underlying cultural change, so highly-leveraged it alters organizations profoundly
- Invaluable know-how gained in the heat of battle, working real time side by side with senior leadership teams achieving large-step, discontinuous improvement
- The wide perspective that comes from coaching diverse executives of differing nationalities and industries and from all sizes and types of enterprises
- Our energy, passion, creativity, commitment, and the way we unleash it in others
- A prized track record in assuring the success of leadership teams who undertake "the impossible", and build great organizations in the process.

● WHAT MAKES US SPECIAL?

- The steadfast belief that there is a creativity and power in people that is more important than strategies, pet theories and experts' advice
- Engagements that are co-designed with clients to produce a new order of results with large economic paybacks on our fees
- Organization-wide alignment and commitment to remarkably improved futures achieved by our clients
- The greater ease and velocity with which strategies and tactics are developed, aligned on and implemented
- Our unflagging, real-time support in the field (not on the podium) for learning in action throughout the entire roller coaster ride of the change process
- An insistence on transferring everything we have of value to the client, not vice versa
- Tall results, not thick reports.