

# kynesis



Kynesis was formed by Caroline Donaldson and Paul Foley in 1997. From their experience of working together in a large consultancy organisation, they realised there was a gap in the market for high quality, bespoke organisational development services which were tailored to the people within their client organisation on an individual and team level. After a spell of working together independently, they got together to form what is now known as Kynesis.

## At Kynesis we have three key areas of specialisation:

### Strategic Thinking

- **Helping senior teams develop more proactive and challenging approaches to planning.**

"When we realised we were looking to expand and broaden our horizons, Kynesis were the obvious choice to help. They have been very effective in helping us clarify and implement the next steps to become the team and company we want to be." - Richard Hay, Managing Director Dynamic Equipment

### Executive Excellence

- **Helping Boards, senior teams and Executives move from good to great. This encompasses our work on Executive coaching, senior team development and leadership.**

"Kynesis's work with our top team unlocked tremendous potential. We were already a pretty good team but over the past year we have delivered far more for the business than we would have expected" - Paul Dullaghan, MD Lexmark

### Collaborative Working

- **Leading and delivering value across collaborations whether within or between organisations**

"We faced an interesting set of challenges which required clarity of thinking and alignment between number of different parties. Kynesis helped us to keep our thinking clear and were particularly good at maintaining our focus on the core issues. They steered us in a very pragmatic way towards workable solutions." - Angiolina Foster, Director, Scottish Government

## Some of our clients include:



# kynesis CLIENT TESTIMONIALS

"Kynesis were a great help in designing and running the UKTI Senior Management Conference . The innovative and practical approach they used got everyone involved. We covered a lot of ground in a short time - and with a great deal of energy."



"Kynesis partnered us over the past 18 months in building high performance culture. The last piece of the jigsaw went into place a few months ago and, since then, we have seen a significant and continuing increase in sales of our core products."



"Kynesis helped me to think about how we run our charity. Bringing Kynesis in gave me some breathing space to think more objectively about what we do well and what we could do even better. Six months down the line we have a new, clearer and more accountable structure, three new staff and an exciting and refreshed agenda."



"Kynesis were instrumental in quickly grasping the facts and setting the scene for a perceived challenging team development event. From a starting block of insecurity, we ended with our team developing not only a vision and a positive ethos, but more importantly, a direction of travel for ourselves. I do not believe so much would have been achieved without the support of Kynesis."



"Kynesis Executive Coaching was engaged to facilitate the alignment of a newly assembled management team. The enthusiasm, skills and the relevant and insightful advice of the consultants ensured that their recommendations have been retained and applied in our team dynamics. Our organisation continues to benefit from these exercises long after Kynesis have left!"



" A key strength of Kynesis is their ability to engage constructively with the client in order to tailor a development programme which not only focuses on the 'real time' key issues to be dealt with but which, more importantly, also encourage practical actions for dealing with the same. Because of the success of the first workshop we are now planning a second event with Kynesis."



Call us on: **0141 204 3714**  
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