



Who is Evolve?

Evolve is a specialist implementation consultancy that focuses on the delivery of significant results while simultaneously building our client's capability to do more in the future.

We work with our clients to help them deliver successful business improvement programs for themselves, using our superior implementation methodology, which is a consistent method borne and refined from our experiences. Our consultants are supremely capable of taking this experience and delivering it to our clients.

Our brand shows through our people. Evolve people are some of the most talented and experienced implementation consultants you'll find anywhere. Working in the Evolve model requires that our consultants commit to delivering results through developing our clients' people. This requires consultants with deep experience and skills, and above all, humility. The people who work for Evolve have a quiet confidence in their abilities and share a deep passion for helping

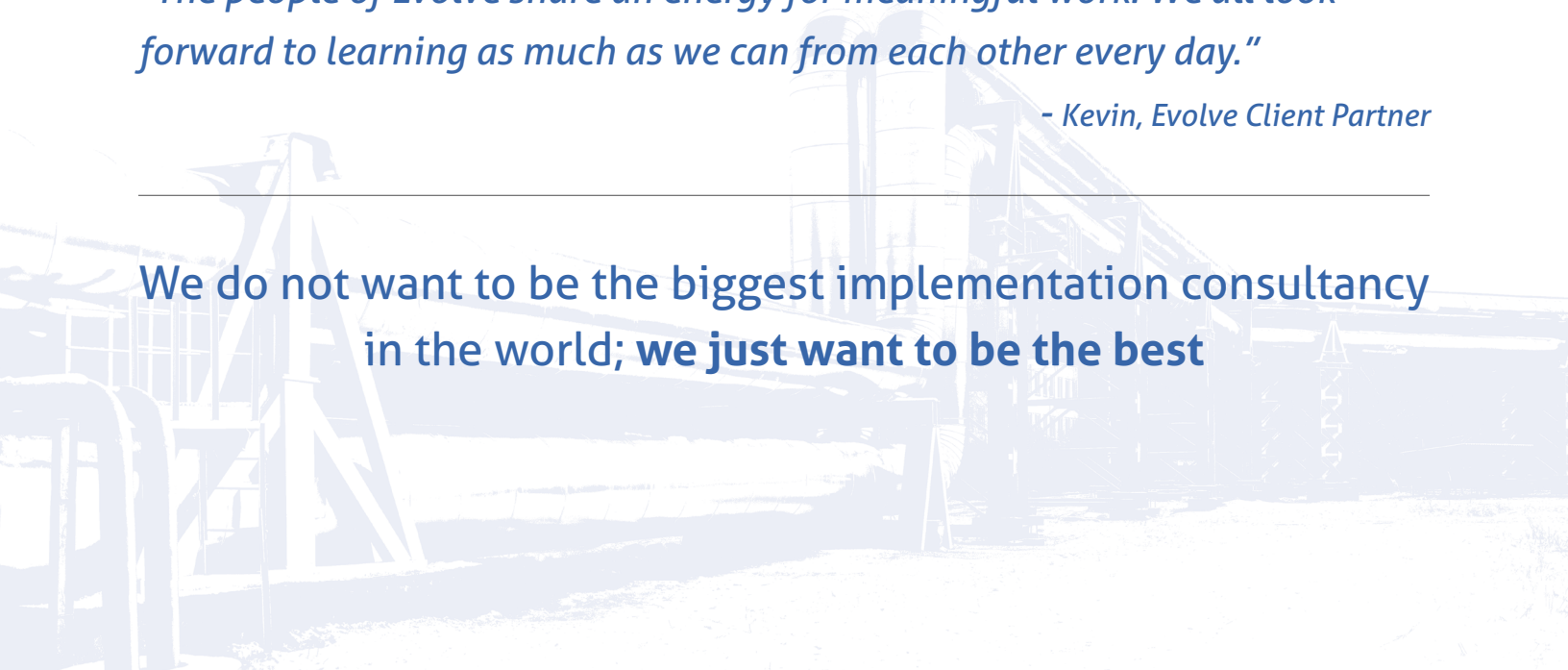
others learn and be successful. Our leveraged model for implementation means that even the least senior Evolve consultant has significant responsibility and accountability for quality delivery.

All of our consultants are experienced in operational excellence. They have found their home in Evolve after being successful in other operational improvement firms, because they are attracted to, and believe wholeheartedly in, our methodology that achieves real change. Delivering results through others is by no means the easiest or quickest path to achieving improvement. However, every Evolve consultant shares the belief that it is the only path to sustainable change and continuous improvement.

"The people of Evolve share an energy for meaningful work. We all look forward to learning as much as we can from each other every day."

- Kevin, Evolve Client Partner

We do not want to be the biggest implementation consultancy in the world; we just want to be the best





What is different about Evolve?

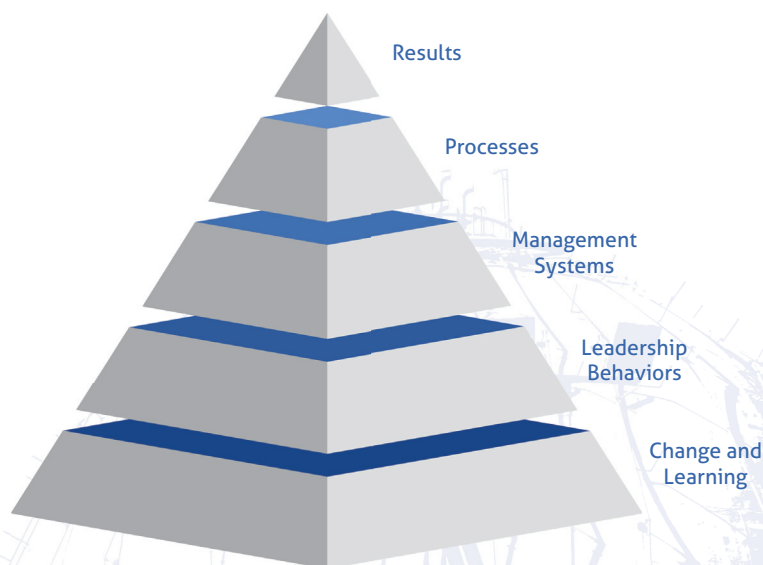
Genuine and sustainable business improvement requires that many people in an organization learn to make better interventions; we call this IMPLEMENTATION.

Implementation is far more difficult than it appears. The main challenge is that achieving significant and sustainable performance improvement requires changing the performance of experienced people who are already considered successful. Real learning requires a shift in perspective or root understanding. It also requires practical learning in which new knowledge is

translated into skills through extended practice. Our idea allows our clients to deliver big improvements in results and capability using the challenge they have to practice new skills such as problem solving, decision making and performance management. We know that this approach is not only more sustainable, but also more meaningful to people and hence provides a more positive experience.

We believe that implementation programs must work in all areas of the Organizational Space™ in order to be successful. Leaders must set challenging and stretching targets that encourage people to strive towards results beyond their current levels of performance.

This entails analysis of current processes and management systems to determine what can be done to achieve the new result. Inside of the new management system there will be many opportunities for learning and practicing new leadership behaviors. There must be an over-arching process for understanding the change method and ensuring that leaders understand their role and that they are critical to achieving sustainable behavior change.



Organizational Space™ Model

“Our clients say we have the most refreshing approach to implementing operational improvements they’ve ever seen.”

- John, Evolve Client Partner



Are you an Evolve consultant?

We aspire to behave in ways that are designed to get the best out of each other, our clients and ourselves. We recognize that we can choose to be inspiring, self-motivating and determined.

We operate under brand values that are essential for achieving stretching performance improvement. We are thought-led and committed to growth through life-long learning. Yet, we are also real people delivering real improvements in results and capability, which means that we work in board rooms with senior leaders

and on shop floors in hard hats with supervisors and operators. We believe that there must be something in it for everyone for relationships to endure so we always work to collaborate and gain consensus. We are however, always free to think and act upon what we believe to be right in each situation.

Enlightened

Thought-led and committed to growth through lifelong learning.

Authentic

Genuine people delivering real improvements in results and capability.

Mutual

Enduring relationships because there is something in it for everyone.

Independent

Free to think and act upon what we believe is right in every situation.

We believe in courage and energy. Our people are accountable out of creative cause, not for praise or credit, or out of burden, blame or guilt. We seek out perspective because we don't believe in "right" answers, just better interventions. We are supportive, and show empathy and compassion to see the potential in everyone. We value the thoughts and suggestions of others and invite them into our conversations. We actively encourage collaboration and interdependency. We are aware of our interactions in the world and the opportunity to learn from our successes and failures. We judge performance by what is achieved, but in the meantime we assume positive intent.

Evolve consultants are expected to demonstrate a depth and breadth of implementation skills across results, processes, systems and behaviors. This is a role that requires a real passion for developing others using skillful observation, coaching and feedback. It requires flexibility in style and practice. We work with Lean and Six Sigma tools to improve processes and reduce waste. We also understand mental models and use these to coach our clients on how to improve their leadership style. Some days we help our clients make improvements by implementing changes on the shop floor. On other days, we work in the boardroom with senior leaders helping them to formulate step-by-step plans to implement the best strategic solutions throughout their company.

Is Evolve the Consultancy for you?

We expect a lot from our people. The emotional commitment required to always remain optimistic and confident, while also striving to continuously improve ourselves, is intense. We are looking for people who believe in our vision and want to commit to building their career with Evolve.



In return for this commitment, Evolve offers its people:

- Highly competitive compensation and benefits package including the opportunity to share directly in our success through a bonus scheme.
- Full training in Evolve's extensive methodology and tools.
- Challenging work with market-leading clients.
- Opportunity to further develop consulting, leadership and coaching skills in a collegiate environment.
- Chance to be a part of building a unique and important consulting firm.

"Evolve truly cares for its people. Our leaders consistently reach out to keep in touch with you and get your perspective on our clients. They support you in where you are and what you're trying to achieve."

- Dotta, Evolve Client Partner

Evolve Partners LLC
5075 Westheimer Rd.
Suite 1177
Houston, TX 77056

t +1 (281) 661 5000
f +1 (281) 661 5100
e recruitmentNA@evolve.cc

To find out more about a new type of consulting visit us at

www.evolve.cc