



CONSTRUCT  
CHANGE

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We help fix the things that cost contractors time, money and reputation.

# WHAT WE DO

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Construct Change helps contractors strengthen delivery, build stronger teams, and create reputations that inspire trust and profit.

We tackle the real causes of underperformance like poor communication, weak culture, and compliance risks and we turn them into opportunities for lasting growth.

By embedding responsible business into everyday decisions and delivery, Construct Change helps projects run smoother, teams perform better and profit become sustainable.





# WHAT WE DO

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## **Delivery & operations**

Fixing the day-to-day issues that cause delays, mistakes, and rework.

## **People & culture**

Improving communication, leadership, and retention so teams work better together.

## **ESG & social value**

Helping businesses meet ESG requirements with a strategy that's practical, credible and deliverable.

## **Compliance & risk**

Making sure policies, processes, and behaviours stand up to scrutiny, without overcomplicating things.

## **Reputation & trust**

Helping businesses be known for doing great things, consistently.

## **Growth support**

Putting the foundations in place so growth doesn't create chaos.





# WHAT WE DO

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While you focus on delivery, we make sure the things that matter don't fall behind. In practice this might look like us focusing on areas such as:



ESG and social value strategy and commitments



Staff retention and future talent



Case studies and project profiles



Business and leadership strategy



Apprenticeships and progression pathways



Website, LinkedIn, and external presence



Employee feedback and engagement



Project learning and lessons carried forward



Bid support and supporting narratives



Team development and ways of working



Section 106 negotiations, requirements and reporting



Executive and team coaching and training

# OUR PILLARS

Our approach for contractors is grounded in four practical pillars that strengthen delivery, reduce risk, and support long-term growth.

## PURPOSE

Governance | Strategy | Policy



Clear direction and decision-making at the top of the business.

- Business and leadership strategy
- Governance policies, and accountability
- ESG foundations and direction

## PEOPLE

Culture | Inclusion | Community



Strong communities and teams who communicate well and stay.

- Employee feedback and engagement
- Teamworking and ways of working
- Staff retention and future talent

## PRESENCE

Online | Coaching | Reputation



How your business shows up both internally and externally.

- Websites, LinkedIn, and content
- Case studies and bid support and credentials
- Leader coaching and staff mentoring

## SUPPLY CHAIN

Compliance | S106 | Audits



Reducing risk and improving collaboration.

- Section 106 and social value delivery
- Clear expectations across suppliers
- Compliance and audit readiness



# HOW WE ENGAGE

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We offer three clear ways to work with us, giving you the flexibility to get the right support at the right time, whether you need fast progress, ongoing input or targeted expertise.



## **RETAINED PARTNERSHIP**

Embedded, ongoing support with access to all our expertise or the specific skills you need for long-term delivery.



## **ACCELERATOR PROGRAMMES**

Focused short-term support to tackle a key challenge, project or business need. Clear outcomes, fast.



## **ON-DEMAND EXPERTISE**

Flexible, specialist advice when you need it most. Quick access and clear answers, every time.





# RETAINED PARTNERSHIP

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Our Retained Partnership gives you ongoing access to our expertise across all four pillars.

We work alongside your business for a set number of days, applying the right support where it's needed most and adapting as priorities change.

## PURPOSE

- Governance & policy
- Strategy & planning
- ESG direction
- Executive advisory

## PRESENCE

- Website & LinkedIn reviews
- Case studies & profiles
- Bid support
- Coaching & mentoring

## PEOPLE

- Employee feedback
- Team building
- Retention & progression
- Apprenticeships & trainees

## SUPPLY CHAIN

- Section 106 delivery
- Supply chain compliance
- PQQs & audits
- Risk reduction



# ACCELERATOR PROGRAMMES

Focused, time-bound programmes designed to move contractors forward, quickly.

Our Accelerator Programmes tackle specific issues through short, hands-on interventions delivered over 1 day, 1 week, 30 days, or 60 days, creating progress without slowing delivery.

[CLICK TO DOWNLOAD THE FULL BROCHURE.](#)



## Example Accelerator Programmes:

### ESG Essentials

Getting your ESG approach clear, credible and client-ready.

### Section 106 Made Simple

Turning social value requirements into a clear, deliverable programme.

### Leadership Alignment

Bringing directors and senior teams together to build strategy and plans.

### Connected Teams

Improving collaboration, communication, and ways of working.

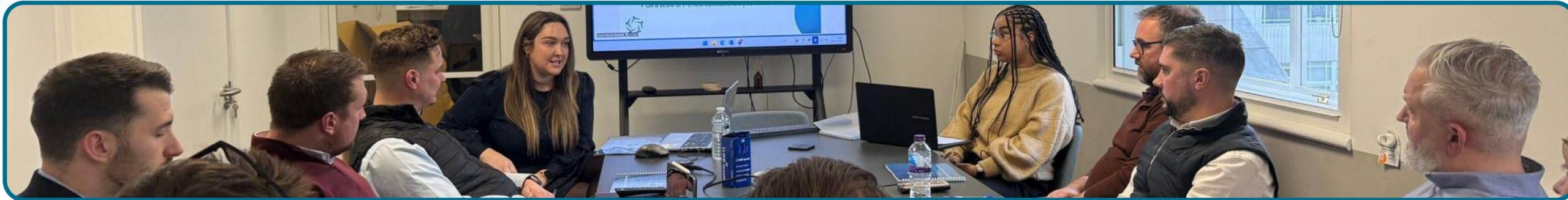
### Policy & PQQ Ready

Making sure your policies stand up to standards and scrutiny.

### Showcase Your Projects

Turning live or completed projects into strong case studies for bids and clients.





# ON-DEMAND EXPERTISE

Not every problem needs a full programme or long-term partnership. Sometimes you just need expert help, right there and then.

Our On-Demand service gives you quick, flexible access to specialist advice and practical support.

These are some examples of how we might help, on demand.



Facilitating an executive strategy day.



Support negotiating ESG in your new project contract.



One-off training sessions for your teams on site.



Communication reset on a live project.





# NEXT STEPS

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If Construct Change could support your business, the next step is a simple conversation.

This gives us the chance to understand where your business is now, what pressures or priorities you're facing, and where the right support would make the biggest difference.

From there, we can suggest the most effective way to work together, whether that's short-term support, a focused programme or an ongoing partnership.



# GET IN TOUCH

We help fix the things that cost contractors time, money, and reputation.



LAUREN RIMMER  
FOUNDER & CEO



LAUREN ROBERTS  
SOCIAL VALUE LEAD



YLLSEN CHAVEZ-GOMEZ  
ACCOUNTS & ADMINISTRATION

Drop us an email or visit our website to find out more.



[connect@construct-change.co.uk](mailto:connect@construct-change.co.uk)



[www.construct-change.co.uk](http://www.construct-change.co.uk)



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