



CONSTRUCT
CHANGE

Contractor Solutions & Services

Strengthening delivery. Supporting supply chains. Building reputations.

WHERE PROJECTS SUCCEED OR FAIL

Ask what causes the biggest project headaches, and the answer is nearly always culture, communication, or compliance.

Poor data and communication accounts for roughly 52% of project rework.
PlanGrid/FMI, 2018

52%

Companies with engaged employees see 21% higher profits.
Gallup, 2020

21%

65% of construction firms report project delays due to supply chain challenges.
AGC, 2023

65%

Only 30% of boards fully understand their supply chain risks.
McKinsey, 2024

30%

Poor culture costs UK businesses £23.6bn annually in staff turnover.
BreatheHR, 2018

£23.6
bn



WHO WE ARE

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 — turning 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.



OUR COMMITMENT TO CONTRACTORS

You won't find the kind of standard price list that shuts you out here.

We believe *every* business deserves the chance to grow responsibly, sustainably, and successfully, no matter its size or starting point. No two contractors are the same, and neither are their opportunities.

That's why we offer a *truly* bespoke service: **we listen, we understand, and we work to an agreed budget that makes sense for both sides.**

It's our way of making high-level support accessible to everyone, while still delivering the return on investment that builds stronger businesses and lasting partnerships.

This is our commitment: exclusive, flexible, and built on our belief that every contractor deserves the opportunity to succeed and to leave a legacy.



OUR PILLARS

Our approach for contractors is grounded in four powerful pillars.



PURPOSE

Governance | Strategy | Policy



PEOPLE

Culture | Inclusion | Community



PRESENCE

Storytelling | Coaching | Reputation



SUPPLY CHAIN

Compliance | S106 | Audits



HOW WE ENGAGE

We offer **three** clear ways to work with us so you can get the right support at the right time.



ACCELERATOR PROGRAMMES

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



RETAINED PARTNERSHIP

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



ON-DEMAND EXPERTISE

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



A background image of the London skyline at dusk, featuring The Shard and the Gherkin. A large blue rounded rectangle is overlaid on the right side of the image, containing white text.

ACCELERATOR PROGRAMMES

Our core services are focused programmes for contractors who want to move faster and achieve more.

In 1 day, 1 week, 30 days, or 60 days, you'll see measurable improvements that drive performance and growth.

Each programme is practical, time-bound, and tailored to embed real change – delivered in-person, remotely, or both – strengthening your business, supply chain, and client credibility.



ACCELERATOR PROGRAMMES

at a glance.

Purpose

- Policy & PQQ Ready
- Bid Review: ESG & CSR
- Post-Project Review
- ESG Essentials

People

- Section 106 Made Simple
- Employee Insight to Impact
- Connected Teams
- Communication Facilitation

Presence

- Showcase Your Projects (Case Studies)
- Bid-Ready Blueprint
- Website Audit & Feedback
- Business Capability Statement
- Extra Digital Support

Supply Chain

- Supply Chain ESG Essentials
- Subcontractor Governance Review
- Project S106 Kick-Off
- Ethical Labour Audit Partner

Super Accelerators

- Policy Fast-Track
- Embedding Your Company Values
- Live Gap Analysis Workshop
- Establish Community Partnerships
- Leadership Alignment
- Toolbox Talk Ready



ACCELERATOR PROGRAMMES

PURPOSE



Policy & PQQ Ready

30 days | Remote Delivery

27% of contractors surveyed cite PQQ time as their biggest issue, and 25% point to complexity. (FMB)

Keep policies compliant, competitive, and client-ready. We review and update up to 15 of your core policies, aligning them with legislation and client expectations.

Outcomes:

- Review and update of up to 15 policies.
- Benchmarking against law and client standards.
- Complete report of updates and new inclusions with reasoning.
- Final updated policy drafts on your letterhead.



Bid Review: ESG & CSR

1 week | Remote Delivery

Contractors spend on average, 22% of their turnover on tendering. (Uni. of Reading)

With so much at stake, weak ESG or CSR sections shouldn't hold you back. In one week, we review your draft bid, assess ESG and CSR commitments, and give you clear, practical feedback.

Outcomes:

- Review of ESG/CSR sections in draft bids with feedback on strengths and risks.
- Practical recommendations for stronger, evidence-based responses.
- Guidance on language, structure, and credible commitments.



Post-Project Review

30 days | In-Person & Remote Delivery

Implementing lessons learned can cut construction project costs by up to 30%. (BuildPrompt)

Turn finished projects into lessons and client-ready stories. Capture insights, create a lessons-learned report, and produce a polished case study for bids and marketing.

Outcomes:

- Facilitated half-day review workshop.
- Report of lessons and recommendations.
- Polished one-page case study for clients.
- Independent report for board review.



ESG Essentials

30 days | In-Person & Remote Delivery

Companies with strong ESG credentials save 5-10% in costs and outperform competitors with 10-20% higher growth. (McKinsey)

Embed ESG into your business with clarity and confidence. Through training, policy reviews, and gap analysis, we help you embed ESG into operations and create targets that clients and investors trust.

Outcomes:

- Full-day ESG training for up to 10 staff with live gap analysis.
- Report on strengths, gaps and achievable actions.
- Review or drafting of up to 5 ESG policies.

Get your foundations right, build trust and fuel growth.

ACCELERATOR PROGRAMMES

PEOPLE



Section 106 Made Simple

30 days | In-Person & Remote Delivery

80% of new public tenders over £500,000 now include social value criteria. (Local Government Association, UK)

Deliver social value that's compliant and measurable. We review deliverables, create a clear plan, and identify partners to ensure you meet obligations and go beyond.

Outcomes:

- Review of S106 deliverables and KPIs and outline a project S106 delivery plan.
- Suggested local partners and schools.
- Simplified client reporting guidance.



Employee Insight to Impact

60 days | In-Person & Remote Delivery

Engaged employees deliver 21% higher profits and 59% lower employee turnover. (Gallup)

In just 60-days we capture valuable employee feedback, turn it into actionable data, and help you to build a culture that keeps people motivated and loyal.

Outcomes:

- Company wide employee survey with targeted areas for feedback.
- Positive data insights and clear actions for improvement areas.
- Add-on: Branded outcomes report for all staff.



Connected Teams

30 days | In-Person & Remote Delivery

Companies practicing cross-functional collaboration can boost productivity by up to 25%. (McKinsey)

Boost productivity with more connected teams. We run practical, engaging sessions that tackle real challenges, strengthen collaboration, and improve morale - leaving teams aligned, motivated, and delivering more effectively.

Outcomes:

- Two half-day facilitated team-building session.
- Activities designed around your business goals.
- Employee feedback captured during the session and delivered in a report.



Communication Facilitation

30 or 60 days | In-Person & Remote Delivery

Poor communication costs UK construction projects around £13 billion per year. (Client Confident / BRCKS analysis)

To improve communication and break down barriers, we facilitate structured sessions that surface issues, align teams, and create practical action plans to improve collaboration.

Outcomes:

- Half-day workshop with structured discussions on your chosen topics.
- Action plan with next steps plus a summary for leadership.
- 60-day version includes reconvened session.

Build a workplace where people want to stay, contribute, and perform.

ACCELERATOR PROGRAMMES

PRESENCE



Showcase Your Projects

30 days | Remote Delivery

73% of B2B decision-makers say case studies significantly influence their purchasing decisions. (Content Marketing Institute)

Turn 3 of your projects into polished, client-ready case studies. We create a professional one-page case study from a one-hour call and your inputs, giving you marketing and bid-ready material.

Outcomes:

- One-hour call to gather details.
- Written and designed case study, formatted for digital and print in PDF.



Bid-Ready Blueprint

30 days | Remote Delivery

Incomplete or non-compliant documentation is a leading cause of bid rejection. (Surety2000)

Sharpen bids and win more work. This programme gives you branded bid slides and ready-to-use content so your bids are faster, sharper, and more persuasive.

Outcomes:

- Branded slide deck you can reuse bid after bid with presentation consistency across all bids.
- Opening slides fully drafted with business overview – services, team, positioning statement and more.



Website Audit & Feedback

30 days | Remote Delivery

75% of website visitors judge a company's credibility based purely on its site design. (Forbes Advisor, UK)

We review your site against client expectations and deliver clear feedback on design, content, and functionality, plus a prioritised roadmap.

Outcomes:

- Full review of your website.
- Feedback report on strengths and gaps.
- Design, content, and functionality guidance.
- Prioritised list of improvements.



Business Capability Statement

30 days | Remote Delivery

70% of contractors surveyed say they struggle to communicate their unique strengths in bids. (FSB)

We'll create a professional, branded capability statement that clearly showcases your services, team, and strengths – delivered in formats ready for bids, tenders, and introductions.

Outcomes:

- One branded capability statement.
- Structured presentation of services, people, and credibility.
- Client-ready digital and print versions, plus editable for future updates.

Boost your visibility, without the wait!

ACCELERATOR PROGRAMMES

PRESENCE



Supply Chain Capability Statement

Remote Delivery - 60 Days

In 60 days, we'll build a subcontractor profile highlighting strengths, compliance, and capacity—giving clients a clear, transparent view of your supply chain capabilities and strengthening trust in your business.

Project Case Study

Remote Delivery - 14 Days

In 14 days, we'll turn your project into a polished case study, built from a one-hour call plus your photos and inputs. You'll get a branded one-page showcase ready for bids, marketing, and client credibility.

Photo Content Accelerator

In-Person & Remote Delivery - 30 Days

We'll capture headshots of up to 20 team members and 50 photos each of three Central London projects. This programme delivers 200+ high-quality, edited images, ready to use across bids, websites, and social media.

Blog & Social Media Retainer

Remote Delivery - Ongoing

We'll create 3–4 thought-provoking posts per month, also developed into longer website blogs—focused on CSR, ESG, and industry regulations. You can review and post as you like. Need something different? We build bespoke retainer packages to fit.

SEO & Analytics

Remote Delivery - 30 Days

In 30 days, we'll review and optimise your website for search engines, improving visibility with targeted keywords and better performance. You'll also receive an analytics setup to track traffic, leads, and results.

Personal Brand

In-Person & Remote Delivery - 30 Days

In 30 days, we'll work with you one-to-one to define your leadership style and presence. You'll finish with a clear personal brand values, LinkedIn profile refresh, and the confidence to represent your business powerfully.

Boost your visibility, without the wait!

ACCELERATOR PROGRAMMES

SUPPLY CHAIN



Supply Chain ESG Essentials

30 days | In-Person Delivery

Only about 19% of UK SMEs are aware of what ESG means, and just 12% have implemented formal ESG practices. (ICAEW)

Build ESG awareness across your supply chain. We deliver ESG Essentials training with a module for your subcontractors, clarifying compliance, S106 obligations, and your expectations.

Outcomes:

- 1-hour meeting with your ESG/HR team to tailor your workshop.
- Full-day ESG training workshop for chosen subcontractors - up to 12 members.
- Useful guidance handouts for subcontractors.



Subcontractor Governance Review

30 or 60 days | Remote Delivery

Over 32% of supply chain disruptions come from lower-tier subcontractors, showing why strong governance and due diligence are vital.

Strengthen compliance across your supply chain. We review up to four subcontractor policy and PQQ submissions, flag risks, and give clear feedback. We can also meet partners directly to guide improvements.

Outcomes:

- Review of up to four subcontractor PQQ submissions.
- Feedback report on strengths, risks, and actions.
- 60-day option includes direct feedback to subcontractors.



Project S106 Kick-Off

Half-Day | In-Person Delivery

76% of SMEs say addressing social value requirements in contracts is an administrative burden. (TechUK)

We deliver a tailored half-day induction on S106, culture, and compliance—taking the weight off your shoulders by making sure subcontractors know exactly what they're accountable for.

Outcomes:

- Half-day induction session delivered remotely or in-person
- Clear explanation of S106 requirements and compliance
- Guidance on culture, expectations, and accountability



Ethical Labour Audit Partner

Around 40% of eligible UK companies are estimated not to comply with the Modern Slavery Act. (GOV.UK, Independent Review)

We help you respond to Ethical Labour audit findings by liaising with subcontractors, gathering evidence, and preparing a simple draft to reduce admin pressure and give your HR/legal team a solid foundation to refine.

Outcomes:

- Liaison with subcontractors to gather responses and audit evidence
- Draft Ethical Labour/Modern Slavery compliance response
- Clear evidence pack for your internal or legal review.

Build supply chains that are compliant, transparent, and trusted.

***SUPER* ACCELERATOR PROGRAMMES**

Policy Fast-Track

Remote Delivery - 1 Week

Rapid 7-day review and update of 5 key policies (ESG, Modern Slavery, EDI, Sustainability, Whistleblowing) to ensure regulations and client compliance.

Defining Your Mission, Vision & Values

In-Person Workshop - 1 Day

We start remotely with a staff survey to gather feedback, then run a full-day workshop to define 3–5 authentic values plus clear mission and vision statements for your business.

Live Gap Analysis Workshop

In-Person Workshop - 1 Day

A full-day session with your team to spot strengths, uncover gaps, and leave with a clear list of improvements across purpose, people, and presence.

Establish Community Partnerships

Remote Delivery - 2 Weeks

Tell us the local area you want to focus on and in two weeks, we'll identify credible charities and community partners and make the introductions, giving you trusted connections without the legwork.

Leadership Alignment

In-Person - 1 day

We facilitate a full-day workshop with your Board or leadership team, helping them align direction, agree collective goals, and set the foundations for a clear 12–36 month plan.

Toolbox Talk Ready

Remote Delivery - 1 Week

Tell us your priorities, and by the end of the week you'll have six ready-to-deliver talks covering areas such as ESG, Wellbeing, Mental Health, Social Value and Modern Slavery.

BEYOND OUR ACCELERATOR PROGRAMMES

Our Accelerator Programmes are designed to kick-start progress – fast, focused interventions that deliver impact in weeks, not months.

But many contractors find that once the foundations are in place, they need support to keep momentum.

That's where our **Retained Partnership** and **On-Demand Expertise** services come in.

Together, these options mean you can choose the right balance of short-term results and longer-term support, without being locked into anything you don't need.



RETAINED PARTNERSHIP

A simple monthly rolling partnership that gives you ongoing support across all three pillars or specific areas of your choice. Some *example* services are:



Executive & Board
Engagement



Governance &
Policy Reviews



Wellbeing
Initiatives



Employee
Engagement



Branding &
Online presence



Social Posts &
Storytelling



Accreditations &
Certifications



Responsible
Business Strategy



Team Building
Sessions



S106 Requirement
Support



Bid Writing &
Presentation



Mentorship &
Coaching

PURPOSE

PEOPLE

PRESENCE

An aerial night photograph of The Shard skyscraper in London, illuminated with warm lights against a dark blue twilight sky. The surrounding city lights and the River Thames are visible in the foreground.

ON-DEMAND EXPERTISE

Fast, flexible support, when you need it most.

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.

How we can help, on demand:

Purpose → Quick reviews of policies, governance, and compliance gaps.

People → Tailored one-off workshops or advice on engagement & wellbeing.

Presence → Rapid turnaround content, policy writing, or bid support.



SO WHAT'S NEXT?



Book your free 30 minute call today!

Let's talk through your challenges and explore how we can help you win work, retain people, and grow stronger.

[CLICK HERE](#)



Read about our work in action.

Browse real examples of how we've helped contractors cut compliance risks, improve culture, and win more bids.

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CONSTRUCT CHANGE

STRENGTHENING DELIVERY. SUPPORTING SUPPLY CHAINS. BUILDING REPUTATIONS.



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