



ByM

CONSULTING AB

ORGANISATIONAL & CHANGE SUPPORT

From where you are. To where you need to be.

*Growth creates friction. Change creates uncertainty.
I help you navigate the transition with clarity,
the right structure and leadership that holds.*

The right person in the right place changes everything.

Magdalena Hagström Ståhl · By M Consulting AB

APPROACH

This is how we work together.

Every engagement begins with an initial conversation – an opportunity for us to get to know each other, understand the situation and see whether we can achieve something meaningful together. If there is a shared direction, we set a plan. Nothing starts until we have agreed on what we want to accomplish.

Methodical

I work in a structured and transparent way. You always know where we are in the process and why we are doing what we do.

Open & honest

I share what I observe – even when it is uncomfortable. Honest feedback is part of the value delivered, not a side note.

Feedback-driven

I want to know if something is not working. The sooner, the better. Course corrections are a natural part of a good collaboration.

Communication throughout

We agree on format and frequency from the outset. No surprises. If something changes – I will say so directly.

If something does not go as planned

It happens in every engagement that reality looks different from the plan. My responsibility is to say so early – and propose how we adjust. I expect the same openness in return.

+ Digital structure as added value

I can also help you set up and structure your digital work environment – Microsoft 365, domains, licence management and basic IT infrastructure – so that your organisation has the right foundations from day one.

S E R V I C E S

Organisational & Change Support.

Change is rarely the problem – it is the uncertainty surrounding it that slows things down. I help organisations navigate change with clarity and structure, whether the context is growth, restructuring or a new strategic direction. All work is grounded in applicable legislation and carried out in the right sequence – with respect for both the organisation and the individuals affected.

Organisational analysis and mapping

- Before planning the way forward, you need to understand where you are. I conduct a structured analysis of organisation, roles, capability and dynamics – and identify what needs to change, strengthen or be phased out to reach the desired direction.

Change management during restructuring

- A restructuring always affects people. I lead or support the process with clarity, correct handling and ongoing communication – in line with applicable co-determination legislation and transition support frameworks.

Workforce planning and talent pipeline

- What capabilities does the organisation need on its way to the next goal – and what is already in place? I map capability requirements, identify internal talent and contribute to a long-term plan for recruitment, development and succession.

Communication planning during change

- Communication is not a complement to change – it is a prerequisite. I help leadership communicate clearly, in the right sequence and with the right message to the right audience, both internally and externally.

Support to leaders and leadership teams during change

- Leading change is demanding. I support leaders and leadership teams in maintaining focus, making well-grounded decisions and communicating with confidence – including in situations that are difficult to navigate.

Culture work and engagement retention

- A restructuring risks eroding the culture among those who remain. I help the organisation actively work on engagement and cohesion during and after the change – so that energy is directed forward.

ENGAGEMENT PLAN

This is what an engagement looks like.

01 Getting-to-know meeting

We meet without a set agenda. You describe your situation, I explain how I work. If we like what we hear and see a way forward – we set a plan.

02 Current state analysis & goals

We establish where the organisation is, where it needs to go and what needs to change to get there. Sometimes leadership has a clear goal – sometimes we define it together.

03 Delivery

I lead or support the change work – structured, discreet and with ongoing communication. Everything proceeds in the right order, with respect for legislation and all affected parties.

04 Follow-up & embedding

We review progress against goals and ensure the change lands properly. The engagement concludes when the organisation is stable and ready for the next phase.

Choose your model

Full delivery

I take full responsibility for the change process – from analysis through execution and embedding. You set the direction, I make sure we get there.

Advisory & support

I act as a qualified advisor and sounding board to leadership throughout the change journey – without owning the process fully. Suited for when internal capacity exists but expertise needs reinforcing.

What do you want to achieve?

Mark what is relevant – we will go through the details together when we set the engagement plan.

- | | |
|---|--|
| <input type="checkbox"/> Conduct an organisational or structural analysis | <input type="checkbox"/> Lead or support a restructuring |
| <input type="checkbox"/> Plan and secure workforce capability | <input type="checkbox"/> Identify and develop internal talent |
| <input type="checkbox"/> Develop a communication plan for change | <input type="checkbox"/> Support leaders and leadership team during change |
| <input type="checkbox"/> Retain engagement and culture through change | <input type="checkbox"/> Plan for succession or generational transition |
| <input type="checkbox"/> Interim HR Director during a transition | <input type="checkbox"/> Other – we will discuss it at our first meeting |



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Ready to take the next step?

*The initial conversation is always without cost.
Tell me about your situation – and we will see if and how I can help.*

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The right person in the right place changes everything.

Magdalena Hagström Ståhl · Founder & Senior Consultant

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