



Fiona and Hugo Spowers
Directors and Founders

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“At Riversimple we are a small team, trying to solve an enormous problem.

To help us with our journey, we started collaborating with Caplor Horizons in June 2022.

The centre-point of our partnership has been a “next generation change maker” programme with our whole team. Complementing the core programme, we have had regular coaching conversations with Dr Ian Williams plus a series of meetings with William Eccles.

Ian is always quick to pick up the energy in the team on any given day and is able to respond with exercises that address the current challenges. We really appreciate his agility and attention to nuance and detail.

William’s mentoring helped us through a period of uncertainty; his wisdom brought us clarity and his encouragement has given us the confidence to forge ahead with ambitious plans.

The main next generation change maker programme has involved facilitated sessions every six weeks with the whole team. An evaluation of the programme was conducted with team members. Comments included...

“Caplor Horizons has helped get the team together and deepen the commitment to the business.”

“The programme has been great for the team. I have enjoyed it very much.”

“Caplor Horizons has brought us much closer together, including enabling us to think and talk about things that we don’t otherwise attend to because we can be too busy to attend to what really matters.”

“I have been very impressed by the amount of learning and progress in each session. A lot has been covered in a relatively short time.”

“Caplor Horizons has brought us closer as a team, opening the doors to communication throughout the whole company. The programme has been fun, 100% worthwhile. It has provided us with tools for a great working life.”

“During each session, I am hugely encouraged by the open, honest, non-judgemental conversations. The whole process is focusing our objectives and plans as a team.”



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“Caplor Horizons has really helped the company focus on its strategy, build on its strengths and identify and address its weaknesses”.

“Well done to Caplor Horizons for facilitating and leading us through to a stronger sense of shared values and common mission. It has made a noticeable difference to team engagement.”

“It has been extremely encouraging and enjoyable. The programme has added greatly to company culture. It has provided insights from other sectors that we wouldn’t normally know about.”

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“It shows our company cares and also that Caplor Horizons cares about the organisations it works with.”

“It has been useful to reflect on, and develop, our personal journeys as well as Riversimple’s.”

Within the programme we have also benefited from the input of other highly skilled and experienced people that contribute to Caplor Horizons as Advisors. For instance, this has included Clive Hyland, who shared relevant learning from neuroscience; also, Professor Sharon Turnbull who facilitated a session focused on bringing about effective change and transition. Sharon shared some of her own research findings, which were both illuminating and comforting to the whole team.

In conclusion we can see the positive effects of the change maker programme on the company culture – all the more remarkable in that it doesn’t feel like a programme at all. Everyone in the company looks forward to the sessions and they are undoubtedly strengthening the team’s sense of commitment to Riversimple.”