

Organisational Analysis and Development

Are you experiencing a problem, or about to go through major change?

Our Approach

The Healthskills organisational analysis and development service focuses on the human side of your organisation, exploring issues of team work, culture, leadership and values which, if they fit, provide a

sustainable foundation for success.

“ For solutions to be effective, the real problem needs to be fully understood ”

“If I had a good idea I wouldn't be inspired to go to anyone with it.”

“We're about to go through a major change programme and I'm concerned about it. I'm not sure how ready my team is for it.”

“All of our leaders can improve especially in finding the right style in the right circumstances.”

“People get frustrated with things just not working as they should but with no effort going in to resolve our immediate problems.”

“I do not feel part of where the Trust is going.”

“We need to try and get people on board to give them a sense of ownership and a voice in how things can improve...”

“I sometimes feel I am in the middle of a Trust turf war.”

We will talk with your people

We will observe your business

We will then challenge the status quo

We will work with you to facilitate re-engagement

We will work with you to develop high impact solutions

We will work with you and help you rediscover your organisational energy

Who would benefit from the service?

- Our analysis service can be applied to any NHS organisation

For further discussion about our Organisational Analysis and Development service and the needs of your organisation, please contact our programme manager Lucie Gilbert on 0800 652 3322 or email lucie.gilbert@healthskills.co.uk

