



Organisational Development

In order for charities and voluntary sector organisations to be effective in an increasingly competitive environment they need: a clear vision and mission, be in touch with the needs of their service users, to recruit and retain able staff, to understand and respond to changes in government policy and funding regimes whilst recognizing, building and maintain partnerships with local stakeholders.

Traditional virtues of the voluntary and charitable organisations are passion and commitment to the clients. In the new millennium these need to be combined with more business-like practices, for example strategy development, business planning, value for money and a focus on demonstrating outcomes. Without these, organisations will find themselves increasingly incapable of developing a sustainable funding base.

STRATEGY DEVELOPMENT

We can assist you with: reviewing the reasons your organisation exists, your vision, values and objectives, opportunities for developing your services, identifying where your organisational culture may be holding you back. We will then develop options for the future which will take you closer to where you want to be.

GOVERNANCE

We will work with you to understand the governance issues and challenges you face.

We will develop the right processes to enable the board to fully meet its responsibilities.

This will promote improvements in the quality and timeliness of decision making, funders' confidence in your organisation and your ability to retain key staff.

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PERFORMANCE MANAGEMENT

We will enable you to develop your services, systems and procedures - including: recruitment, job and person specifications, development of outcome measures, quality monitoring, induction programmes, budgets, service standards, monitoring and evaluation and the identification of staff development and training needs in agreed performance areas.

INTERIM MANAGEMENT

We will respond quickly, come and meet you, make a swift assessment of what needs to be done, and advise you if we are the right people to help. If we are commissioned in this role, we will recommend what needs to be done; and then work to meet those recommendations within an agreed time scale.

STAKEHOLDER NETWORKS

We will assist you to review your stakeholders and their central concerns: evaluate the strength of your relationship with them, look at the contribution of key individuals and the tangible benefits of partnership-working. We will identify barriers to effective partnership working and recommend action to strengthen and or repair relationships with stakeholders where this is necessary. Where networks are absent, weak or counter-productive, we will assist you reconstruct them.

INCOME, BUDGETS & FINANCIAL CONTROLS

We can help you to understand, and maximize your opportunities to benefit from various grant regimes. We will support you with bidding processes and individual bid construction to statutory and charitable funding sources, help you monitor, manage and account for grant expenditure, re-structure your income streams, review and reduce your cost base.

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