



How we can help with organisational and individual development

NHS Midlands and Lancashire CSU (MLCSU) effectively designs and delivers organisational development strategies and interventions tailored to your organisation's needs by:

- Undertaking diagnostic assessment to better understand your organisational and individual needs and priorities
- Engaging key stakeholders to ensure an informed picture is gained of your needs and priorities.
- Supporting collaborative system working and promotion of 'one workforce' vision
- Using psychometric tools to support individual and team development
- Delivering tailored programmes of individual or group coaching for development and leadership
- Working with challenged teams to improve teamwork, cohesion, communication and civility
- Designing and facilitating development programmes for all levels of your organisation from aspiring leaders to board and executive development
- Undertaking independent reviews of your Board and its effectiveness
- Cocreating organisational development strategies and implementation plans
- Developing talent and succession plans aligned to your workforce plan
- Offering meaningful health and wellbeing activities to support and engage your workforce
- Undertaking cultural reviews and analysis to create shared purpose
- Providing team and individual coaching to support your needs.



Case study: Resilience coaching for an acute trust

Offered as part of the trust's post-pandemic wellbeing provision, senior leaders were given the opportunity to engage in one-to-one coaching sessions with our experienced team of coaches. 70% of those offered the opportunity took up the sessions, with many requesting more sessions and many managers asking for the same support to be offered to their direct reports. Following the programme, participants were extremely positive with many reporting how valuable the time to "breathe, reflect and regain motivation" had been for them.

Why choose MLCSU?

- By the NHS for the NHS
- Provides you with the capacity to address your burning platforms, plan for the future and invest in your workforce
- Combines extensive experience and skills, with practical application in a range of settings
- Team of fully qualified coaches and mentors available to deliver one-to-one coaching, group coaching, or coaching supervision for your internal coaching team
- Pool of qualified individuals who are experienced in the delivery of a range of assessment and development psychometrics such as Dominance, Influence, Steadiness and Contentiousness (DISC), Myres Briggess Type Indicator (MBTI) and Strength Deployment Inventory (SDI)
- Focused on efficiency and can support with impact assessment and outcomes tracking
- Flexible engagement options and straightforward, rapid procurement and delivery
- Experience in improving workforce diversity and satisfaction, as shown by our staff survey results which are some of the best nationally and our equality standards which shows year-on-year progression.

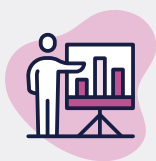
How we do it:



Engage and work closely with local stakeholders to collaborate, provide capacity and upskill if needed



Deploy an experienced and skilled team with a range of knowledge to deliver well-defined and agreed outcomes



Provide assurance reports for your governance structure



Collaborate with other areas of expertise within MLCSU to offer holistic support including HR, communications and engagement, project management and others.

Enabling you to be outstanding through transformative people solutions.



Case study: **Integrated Care Board (ICB) Development Programme**

The Integrated Care Board (ICB) wanted to support its teams during a period of significant change. They commissioned MLCSU to initiate the development of an Organisational Development (OD) Programme. The approach involved review of corporate information, stakeholder engagement, executive engagement and validation of success criteria. Components of the programme included influencing for the future, use of the Strengths Deployment Inventory (SDI) with the Executive team and direct reports to better understand and use strengths, development of a leadership compact and ethos, a session on leading virtual teams and use of coaching to build on existing capabilities and cultivate a coaching culture. Outcomes include enhanced clarity, sense of belonging, heightened self-awareness, greater efficiency and effectiveness and a strong culture of coaching.

For more information on our products and services contact us today:

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mlcsu.co.uk