

How we can help support your organisations change

Managing organisational change requires careful planning, clear communication, and a structured approach.

At NHS Midlands and Lancashire (NHS ML), we provide comprehensive support for organisations undergoing change, from full-scale management to consultancy, documentation, job design, and recruitment.

Our experienced HR and transformation specialists have successfully guided teams, services, and regional organisations through restructures, mergers, and large-scale workforce changes. Whether it's preparing a business case, engaging stakeholders, or delivering operational HR support, we work alongside your teams to ensure smooth transitions with minimal disruption.

What we offer



Strategic change planning

We help organisations develop project plans with clear milestones, stakeholder engagement strategies, and strong business cases aligned with organisational objectives. Our support includes workforce design, role mapping, options appraisal, and change readiness through training and expert guidance.



Operational delivery of change

We manage end-to-end project delivery, ensuring milestones are met while providing consultation documents, communication plans, and HR support. Our approach includes risk management, reporting, trade union collaboration, and staff communications. Tailored support, such as assessment centres and interview training, helps staff navigate transitions effectively.



Sustaining long term change

Beyond transition, we support workforce planning, cultural development, and process optimisation. Post-change reviews assess impact, embedding best practices for lasting efficiency and alignment with organisational goals.



Stakeholder and staff engagement

We ensure transparent communication through meetings, FAQs, and a dedicated support inbox. Tailored interventions, including coaching and interview training, support staff through change. Collaboration with trade unions ensures fair, well-managed processes prioritising staff well-being. Our approach includes risk management, reporting, trade union collaboration, and staff communications. Tailored support, such as assessment centres and interview training, helps staff navigate transitions effectively.

How you'll benefit

Seamless implementation and workforce alignment

- We help organisations achieve goals such as cost reduction, skill mix optimisation, and streamlined structures while ensuring staff feel engaged and supported, leading to a smoother transition.

Stronger stakeholder engagement and employee morale

- Through compassionate change management, we maintain high morale and commitment, building confidence and collaboration across leadership, employees, and trade unions.

Increased productivity and efficiency

- Our expert guidance and risk management enable leadership to manage change effectively, while streamlined processes enhance long-term productivity.

Sustainable change for the future

- We establish clear pathways for cultural and operational alignment, providing a roadmap for continued development and improvement.

Why choose NHS ML



NHS expertise

As part of the NHS, we bring hands-on experience across trusts, systems, and networks, ensuring tailored, effective support.



Clear governance and accountability

Our structured approach ensures clear governance, transparency, and risk management, keeping activities aligned with your goals.



Collaborative and flexible

We adapt to your needs, offering strategic insight and practical, on-the-ground support.



Efficient and impact focused

We drive efficiency, build strong business cases, and ensure evidence-based, outcome-driven change.



Commitment to equality, diversity, and inclusion

We embed EDI principles into change processes, fostering fairness, engagement, and staff well-being.

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

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