

As organisational development specialists we have an extensive track record of supporting clients facing major change and restructure as well as new organisations formed as a result of stock transfer, merger or reconfiguration of services.

From whole systems OD programmes to large or small group interventions, we build our approach around your requirements.

# Organisational Development and Change

## > Examples of our work

- > Cultural audit to support post merger integration
- > OD programme to support business growth strategy
- > Core competency development to improve performance & integrate culture change efforts
- > Embedding cultural change in new Group structure through performance management systems, harmonisation & contribution based reward
- > Facilitating review & remodelling of care services
- > Customer focus culture change programme
- > Equality and diversity strategy development integrated with business strategy formulation, training and OD
- > Staff engagement pre- and post-transfer providing independent staff advice & HR support
- > Developing multi-agency working practices and protocols.

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*"The options appraisal and initial work you did for us made a big difference in helping us to achieve the merger so smoothly. We used the criteria you developed all the way through from identifying the partner to selecting the shadow board. The focus on cultural fit was essential."*

Llewellyn Graham, Chief Executive, Nehemiah UCHA

*"You understood our needs and the importance of flexibility given the organisational pressures during a merger. Your approach was pragmatic enough to do what we needed in the way that we needed it."*

Sue MacDonald, Head of Organisational Development, Midland Heart

Whatever your change objectives we can help by:

- 'Surfacing' and diagnosing current and desired organisational cultures
- Developing change management competencies
- Winning hearts and minds - staff engagement
- Embedding new behaviours through realigning systems & processes
- Building board teams & effective partnership working with executives
- Executive team development & leadership coaching
- Developing skills and capacity.

Find complete coverage of our services at  
[www.centralgs.co.uk](http://www.centralgs.co.uk)

developing people, growing organisations