



TRANSFORMING COMMUNITY SERVICES what does it mean for your staff?

What changes will there be in **your** organisation as a result of Transforming Community Services?

It may be:

- Vertical integration with an acute trust
- Horizontal integration with another community provider, Local Authority or Mental Health Trust
- Dispersal of service across a number of providers

Whatever approach is being implemented the one thing staff can be sure of is – there will be change!

Significant change has an impact on staff both at a personal level and at an organisational level. A little support through change can go a long way both to boost morale and to ensure performance and delivery does not suffer.

Dearden is supporting staff in a number of organisations who face 'uncertain futures' and we find that they benefit from:

- Help to understand the personal impact of change
- Support to develop a job search plan
- Support to identify personal Unique Selling Point update CV and evidence of competence
- Interview and/or assessment rehearsal
- Personal coaching to address particular concerns

The diagram overleaf illustrates one such approach...



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Helping your staff through change...



Our approach is tailored to organisational and individual needs, but typically includes a mix of small group workshops for people of a similar background and individual coaching sessions.

We believe that the 'how' this support is delivered is as important as 'what' is delivered. In our work supporting staff in these situations we commit to being:

- **Empathetic...** When working with managers who are going through a time of huge personal change, we aim to be empathetic but focused on positive action.
- **Positive...** Our experience has shown us that it is important to build people's confidence, give them a sense of their own worth and encourage them to take control of their futures.
- **Realistic...** Our advice will be realistic
- **Professional...** We pride ourselves on the high standards and quality of all that we do. Your staff will be going through a difficult time and deserve the best that we can provide. All discussions with individuals will be confidential.

...and supporting the organisational decision-making

Dearden Search and Selection provides objective competency assessment to support the selection or development of Directors and senior managers and clinicians, typically using:

- Psychometric assessment
- Competency interviewing
- Work-based exercises

To support decision-making at times of organisational change and restructure. We are aware of the tension that such processes may engender and design the process and feedback so that participants and the organisation both benefit from the assessment.

If you would like more information or one of our team to meet with you to understand better your organisation and staff's needs, and to provide a no obligation quote, then please contact either:

- Sheila Williamson on 07966 330312
 - Viv Walton on 07860 361252
- Or email: info@dearden.co.uk