

# Business Support: HR & Organisational Development

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HR & Organisational  
Development

We help maximise the performance of organisations and their people, to be as effective and efficient as possible and make sure they are fit for future challenges. We identify gaps and issues and deliver creative solutions to benefit individuals, teams and your organisation.



## We offer:

- Specialist advice around all aspects of organisational development, continuous improvement and people management.
- Bespoke leadership development programmes covering areas such as managing change, developing a vision, negotiating, influencing and leading teams.
- Specific specialist support for executive officers, teams and governing bodies.
- A variety of learning and development to suit your needs – including coaching, workshops, toolkits, master classes, facilitation.
- Expert support in areas such as strategy, structure, systems, culture, people development and continuous improvement.
- HR Contact Centre team available to answer your queries and provide business focussed solutions.
- On-site support to assist you with more complex individual employee or workforce issues.
- Business Partnering approach to support you with:
  - reducing the risk of employment claims and improving your employee relations culture
  - contributing fresh ideas and advice to inspire creative solutions
  - developing bespoke policies and procedures that link with your business goals and objectives.
- Bespoke handbooks and toolkits based on best practice to help guide you, your managers and employees.
- HR Resource packs to assist with the management of all aspects of the employment relationship in order to maintain efficiency and productivity.
- Facilitated payroll provision.
- Support with criminal record checks through our disclosure and barring service.



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Commissioning Support

## Benefits to you

From setting strategy to delivering hands on training, we offer a whole package of professional HR and organisational development services that can be tailored to your particular needs. Our bespoke support, delivered by experienced experts, prepares individuals, teams and organisations for future challenges.

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The CCG is in its early stages of development as an organisation. Creating the time for the team to come together is essential to ensure we have a common understanding of priorities and business objectives. We've really benefited from NECS professional knowledge and support to identify what we need to do for our organisation and gain an appreciation of how each individual's work contributes to the overall achievement of the CCG's goals.



**Jackie Kay**  
Assistant Chief Officer  
Darlington CCG

## How we've helped

As a new organisation, Darlington Clinical Commissioning Group wanted to develop their leadership team and organisational values.

NECS Organisational Development (OD) team first engaged with the CCG to understand the challenges it was facing and what the current issues were.

A team away session was planned, working closely with the customer to develop an agenda and outcomes that would address specific needs. The session focused on developing better team working, understanding of the team's values, and sharing individual and team objectives. The day, facilitated by a member of NECS OD team, resulted in:

- Using the Belbin model, leadership members understanding their role better
- Identifying overall skills and gaps within the team
- A set of organisational values being developed
- A better understanding of developing good working relationships.

## Get in touch

For HR contact:  
Lesley Currer  
Senior Human Resources Manager  
lesleycurrer@nhs.net  
Tel: 0191 3746079



For Organisational Development contact:  
Carrol Martin  
Head of OD & Continuous Improvement  
carroll.martin@nhs.net  
Tel: 0191 3744162

