The Workforce Futures and Partners shared offer menu relating to transformation, skills and development

Area	Role / offer
Organisational change readiness	Undertake organisational readiness assessment at various levels, for example Director, Heads of Service, Cabinet/Board.
Providing OD support to key meetings	Ensure workforce, communications, engagement and involvement are at the forefront of service transformation.
Master messaging	Support to programme sponsors with master messages.
Critical friend	To senior responsible officers / programme sponsor. Gateway review support.
Coaching support	To programme sponsors, teams and/or individuals.
Programme management support	Planning and running stakeholder engagement event logistics such as venue booking and liaison, risk assessment, equalities/inclusivity and staffing.
Event / engagement facilitation	Facilitation design, facilitator briefings and management.
Stakeholders	Support with stakeholder mapping and management.
Workforce engagement questionnaires	Designed in line with planned changes to seek employees' views and ideas. Collation of findings.
Staff engagement	Facilitation of groups, teams, roadshows and 1:1 opportunity for engagement and feedback.
Change management	Delivery of in house change management training sessions for people involved in leading change or experiencing change. Training for identified change champions. Sign posting to formal change management training.
Resources / toolkits to support change	Design of and support with following toolkits: ● Leading Change ● Guide for managers ● How to cope (for individuals).
Wellbeing	Core Occupational Health offer and bespoke selfcare offer. Team wellbeing sessions.
Training Needs Analysis	Supporting with understanding training needs to:· ● Understand whether proposed new models are realistic in relation to skills required ● Understand gap between current skills and skills required ● Development of training plans and supporting the commissioning to move to new models.
Training Needs Analysis	Supporting the creation and development of new teams and helping embed new ways of working

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Health and Social Care