



Our Services

What is Healthy Organisations?

The Healthy Organisations service was formed in 2003 to support the development needs of small to medium voluntary sector organisations that have a particular focus on health and regeneration.

The focus of the service is on strengthening the governance, leadership and planning processes of organisations.



The service is delivered by Glasgow Council for the Voluntary Sector and is funded by Community Health and Care Partnership and Community Planning Partnership.

Service objectives

Healthy Organisations is delivered by a service coordinator and a team of independent consultants, who work with the organisations to achieve the following service objectives.

- Organisations have effective and efficient governance and management structures
- Chief Executives have continual professional development for their key roles in management and leadership
- Organisations have an active planning culture
- Organisations have improved ability to work strategically
- Organisations monitor, analyse and evaluate their impact effectively
- Organisations have robust HR, Financial and IT systems that enable their effective running

The core HO services

The Healthy Organisations Service provides the following core services:

- **Review and Action Planning**
- **Strategic and Financial Planning**
- **Employers' Advice**
- **Training Needs Analysis**
- **Financial Record-Keeping and Reporting**
- **Monitoring and Evaluation**
- **Governance**
- **IT Technical Support**



Additional Services include:

- **Partnership Development**
- **Tendering and Managing Contracts**
- **Diversifying Funding Sources**
- **Developing and Working in Consortia**
- **Stakeholder Management**
- **Legal Services**
- **Database Development**
- **Mentoring/Coaching**



Information for Clients

The Referral Process Case Co-ordination Bespoke Consultancy

What support can we expect?

Once you are referred to the contract, you can expect:

- An introductory phone call from Healthy Organisations;
- An action review meeting with the Manager and Chair of your Organisation. The Healthy Organisations Coordinator will go through the full list of support that can be provided;
- A diagnostic exercise to assist you to pin point your development and support needs;
- An action plan tailored to your organisation, as identified through the diagnostic exercise;
- An introduction to the consultants who will work with you. This equates to five days consultancy;
- Ongoing and unlimited access to your allocated Healthy Organisation Coordinator;
- Phone access to the GCVS Employers' Advice Service;
- One day's consultancy from the GCVS Employers' Advice Service;
- Free enrolment on to our capacity-building programmes. All clients will be consulted on programme content prior to the design of any programme.

What is case coordination?

Case co-ordination is where your allocated a named, single point of contact.

This will assist us to build in-depth relationship with your organisation and to provide a consistent source of support. You will also have easier access to the service, and a better understanding of the support available.

The Coordinator will aim to build a rapport with your organisation, as well as an understanding of its operations and services.

This approach has been proven through our past contracts as enabling the Healthy Organisations Co-ordinator to more effectively diagnose your organisational needs and create systemic action plans that set out an agreed, progressive support package.

What consultancy support can we expect?

The package you will receive will amount to five days' consultancy. Over the past three years, we have worked to build a bespoke team of independent consultants, all of whom have wide-ranging expertise of working in the voluntary sector. The service consultants have been commissioned based on a range of criteria, over and above their areas of expertise. They have previous relationships and knowledge of our client organisations and a good understanding of the factors and forces at work within the voluntary sector landscape.

The consultants have been described by previous Healthy Organisations clients, in the external evaluation, as 'critical friends'. Your Coordinator will work to ensure that we:

- Align the skills, experience and personalities of our consultants to the needs of your organisation
- Provide flexibility and a range of diverse skills in order to tailor cost-effective support packages that enable your organisation to perform to full capacity
- Receive reports and updates from the consultancy team to ensure we continue to keep pace with your developments and support needs
- Coordinate all the support within your organisation to ensure connectivity between the different HO services that you receive.

