



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 Funders

Service Allocation

## How does the Healthy Organisations service work?

Each CHCP area has the capacity to refer **ten projects** for case-coordinated support. This includes five days' consultancy, access to our Employers' Advice Service and all Healthy Organisations' capacity building programmes.

In addition, each area team has an **eighteen days'** enhanced consultancy budget. This budget can be allocated in a range of ways detailed in the boxes below:

### Change management

For instance, an organisation may require a major piece of change management consultancy due to a condition of grant, or because it has been advised by your organisation.

This may include mergers, developing Service Level Agreements, developing consortia, or service redesign.

### Area Clustering Support

This support package offers support in assisting organisations to keep pace and adapt to changes in their political and funding environment. Previous support included understanding, adapting and engaging with the project-to-programme movement.

### Learning Sets

These training assignments offer a range of workshops specifically designed to help organisations grow and develop in response to the changing environment and common areas of development, such as evaluation and leadership.

Examples of past learning sets are

- developing the leader
- managing buildings
- practice development
- full cost recovery
- promoting and selling your services to funders
- leading organisational change
- boards and high-risk decision making.

## What are the referral procedures?

The referral process comes in two stages.

The Stage One support option has been designed to offer a progressive package of one year's organisational development support.

A Stage Two referral is when area teams refer organisations to HO **with a specific brief** detailing the support that you think is required.

To find out more, please refer to our flow chart, which forms a separate insert in this information pack.

