RAVENSDALE
CONSULTANCY LTD
EQUITY. PURPOSE. IMPACT

Ravensdale Consultancy Ltd

Capabilities Pack

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Discovery and Strategic Entry Point

Discovery Session

Unearthing opportunities for meaningful progress

Overview

Ravensdale's Discover Session kick-starts strategic conversations and builds a shared understanding of opportunities for change. The session blends structured analysis, facilitated dialogue, and collaborative problem solving to identify clear priorities and next steps.

Learning Outcomes

- Understand context, challenges and aims
- Identify opportunities for change and improvement
- Build alignment and shared understanding
- Identify priorities and agree next steps

Scope and Content

- Context setting and shared purpose
- Problem definition and opportunity mapping
- Structured facilitation using Ravensdale's 14-domain framework
- Identify and prioritise next steps

Outputs and Deliverables

- Facilitated session summary with identified priorities
- Maturity profile against 14 organisational development domains

Intended Recipients

- Leadership and Strategy Teams
- Senior Executives

Format

Structured facilitated session

Duration

Half Day

Delivery

In person or online

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Readiness Diagnostic

Measuring organisational maturity to guide transformation

Overview

Assesses organisational or partnership capability across 14 key domains to identify strengths, gaps, and priorities. Provides a clear, evidence-based picture to guide development and improvement programmes.

Learning Outcomes

- Understand organisational maturity
- Identify strengths and gaps
- Prioritise development needs
- Plan targeted improvement

Scope and Content

- 14-domain assessment framework
- Structured interviews and survey
- Scoring, analysis, and benchmarking
- Recommendations and next steps

Outputs and Deliverables

- Maturity profile report
- Prioritised development plan

Intended Recipients

- Leadership teams
- Change leads

Format
Diagnostic / Workshop

Duration
Half – Full Day

Delivery
In-person or online

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Facilitation and Capability Building

Co-production Workshops

Bringing people together to design change that lasts

Overview

Co-production Workshops bring staff, service users, and partners together to shape priorities and design practical solutions that work in real life. Inclusive, structured, and action-focused.

Learning Outcomes

- Build shared understanding
- Generate actionable ideas
- Surface all perspectives
- Agree next steps

Scope and Content

- Context setting and shared purpose
- Inclusive facilitation models
- Group work and prioritisation
- Capturing outputs and ownership

Format
Full day

Duration
1 Day

Delivery
In person preferred

Outputs and Deliverables

- Workshop summary and priorities
- Action plan for next steps

Intended Recipients

- Teams developing services
- Partnership stakeholder
- Sport England Place Partnerships

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Community Power and Agency

Engagement, co-production and collective action

Overview

Six workshops explore local systems, shared decisions, community assets and collective action. They build practical capability in co-creation, community agency, leadership and learning.

Learning Outcomes

- Recognise systems and influence
- Share power and decisions
- Mobilise assets and resources
- Use insight to learn and adapt

Scope and Content

- Local systems, evidence and influence
- Co-creation: to / for / with / by
- Strengths-based collective leadership
- ABCD: assets and institutional roles
- Data, lived experience and framing
- Ripple Effect Mapping and learning

Outputs and Deliverables

- Workshop materials and applied exercises
- Practical priorities and next steps

Format
Workshop programme

Duration
Six sessions (flexible)

Delivery
In-person or blended

Intended Recipients

- VCSE and community leaders
- Neighbourhood and system partners
- Sport England Place Partnerships

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Peer Networks and Communities of Practice

Connecting people and embedding learning across systems

Overview

Ravensdale helps organisations design and run peer networks that connect professionals, enable shared learning, and strengthen system relationships. Structured, reflective, and sustainable.

Learning Outcomes

- Understand how networks mature from sharing → experimenting → influencing
- Strengthen cross-system trust
- Share practical improvements
- Embed continuous learning

Scope and Content

- Network purpose and design
- Launch and agreement facilitation
- Regular learning sessions
- Capture and share insights
- Maturity development: Knowledge Weaving → Collaborative Learning → Systems of Influence

Format

Bitesize, Ongoing

Duration

Half Day, 6 months

Delivery

Online or blended

Outputs and Deliverables

- Network design framework
- Summary reports and insight

Intended Recipients

- Cross-sector leaders
- System Collaborators
- Sport England Place Partnerships

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Strategy / Away-Day Facilitation

Creating space for reflection, connection and direction

Overview

Facilitated sessions for boards, leadership teams, and partnerships to reflect, align, and plan future priorities. Creative, evidence-based, and inclusive.

Learning Outcomes

- Reflect on current context
- Build shared alignment
- Strengthen team relationships
- Identify next actions

Scope and Content

- Pre-session design and objectives
- Icebreakers and reflection exercises
- Insight-driven discussions
- Capture decisions and next steps

Format
Half / Full Day

Duration
4-8 hours

Delivery
In-person preferred

Outputs and Deliverables

- Workshop summary report and insights
- Visual Strategy-On-A-Page (SOAP)
- Post-session call (optional)

Intended Recipients

- Leadership teams
- Partnership boards
- Sport England Place Partnerships

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Inclusive Facilitation

Creating safe, participatory spaces for every voice

Overview

Ensures meetings, workshops, and discussions are equitable, inclusive, and productive. Balances power, manages difference, and drives shared understanding.

Learning Outcomes

- Understand inclusive principles
- Recognise participation dynamics
- Apply facilitation tools
- Facilitate sensitive topics

Scope and Content

- Foundations of inclusive practice
- Psychological safety creation
- Tools for group discussion
- Reflective practice and learning

Outputs and Deliverables

- Facilitation toolkit
- Reflective exercises

Intended Recipients

- Leaders and managers
- Partnership teams
- Sport England Place Partnerships

Format
Workshop / Bitesize

Duration
2 – 8 hours

Delivery
In-person or online

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Leadership and Governance

Board and Leadership Development

Strengthening leadership capability for complex systems

Overview

Supports senior leaders to navigate complexity, build collective effectiveness, and lead through values. Practical, reflective, and applied.

Learning Outcomes

- Deepen leadership understanding
- Align strategy and behaviour
- Lead across boundaries
- Apply practical frameworks

Scope and Content

- Leadership values and styles
- Strategic and system context
- Collaborative decision-making
- Personal action planning

Outputs and Deliverables

- Tailored leadership session
- Summary of insights
- Post-session call (optional)

Format
Workshop / Programme

Duration
Half day – 3 days

Delivery
In-person or blended

Intended Recipients

- Executive leaders
- Clinical leaders

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Entry and Mature Leadership Programmes

Transform your leadership journey through metaphor and reflection

Overview

Flagship programmes. Leaders explore vision, resilience, innovation, and purpose through story-driven exercises and reflective, applied learning.

Learning Outcomes

- Clarify leadership purpose
- Build courage under uncertainty and adaptability
- Apply innovative thinking
- Align team with vision

Scope and Content

- Leadership
- Case studies and Personal User Manual
- Personal and team ‘treasure mapping’
- Recognising signals of disengagement and conditions that enable thriving
- Action planning for legacy

Format
Programme

Duration
3 Days

Delivery
In-person

Outputs and Deliverables

- Personal Leadership Statement
- Workshop reflection notes

Intended Recipients

- Senior leaders
- Leadership teams

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Governance Design

Building governance that enables collaboration, not constraint

Overview

Supports partnerships and organisations to create governance structures that are agile, values-driven, and collaborative. Focuses on enabling effective decision-making while reducing unnecessary bureaucracy.

Learning Outcomes

- Clarify governance purpose
- Design collaborative structures
- Define roles and accountability
- Enable transparent decision making

Scope and Content

- Review current arrangements
- Co-design governance models
- Embed inclusive decision-making
- Develop implementation roadmap

Outputs and Deliverables

- Governance framework options
- Implementation plan

Format
Workshop / Diagnostic

Duration
1-2 Days

Delivery
In-person or blended

Intended Recipients

- Partnership Boards
- Leadership teams
- Sport England Place Partnerships

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Strategy and Commissioning

Strategy Design and Transformation Planning

Turning vision into practical, actionable plans

Overview

Helps organisations translate vision into concrete, achievable strategies. Combines structured analysis, creative problem-solving, and collaborative planning to drive transformation.

Learning Outcomes

- Clarify organisational vision
- Translate strategy into actions
- Align team and partners
- Prioritise initiatives effectively

Scope and Content

- Purpose and vision alignment
- Frameworks and tools (e.g. SWOT, 7S)
- Strategic drivers and enablers
- Review and adapt cycles

Outputs and Deliverables

- Strategic roadmap
- Action plan

Intended Recipients

- Partnership Boards
- Leadership teams
- Sport England Place Partnerships

Format
Workshop / Planning

Duration
1 Day

Delivery
In-person preferred

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Multi-Session Strategy Programme / 'Strategy Sprints'

Rapid, iterative planning to turn strategy into action

Overview

Strategy Sprints help leadership teams work through strategic challenges in focused, consecutive sessions. Each sprint combines structured workshops, reflection, and co-design to deliver actionable priorities and quick wins.

Learning Outcomes

- Align priorities across teams
- Identify high-impact actions
- Build consensus on next steps
- Embed iterative planning habits

Scope and Content

- Sprint preparation and objective setting
- Iterative workshops and reflection sessions
- Prioritisation of strategic initiatives
- Action planning and tracking

Outputs and Deliverables

- Sprint outputs and agreed priorities
- Implementation roadmap for quick wins

Format

Multi-session

Duration

2-3 consecutive days or spaced sessions

Delivery

In-person

Intended Recipients

- Leadership teams
- Programme leads
- Neighbourhood Health Partnerships
- Sport England Place Partnerships

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Commissioning Readiness

Preparing organisations to engage and succeed with commissioners

Overview

Supports organisations and partnerships to understand commissioning cycles, align their services with local priorities, and strengthen their readiness to be commissioned. Focuses on strategy, evidence, and system engagement, not procurement mechanics.

Learning Outcomes

- Understand commissioning cycles and expectations
- Align services with priorities
- Strengthen evidence and impact
- Plan engagement approach

Scope and Content

- Commissioning context and priorities
- Service alignment and evidence mapping
- Stakeholder and partnership engagement
- Readiness action planning

Outputs and Deliverables

- Commissioning readiness plan
- Practical engagement checklist

Format
Workshop / Advisory

Duration
Half-Full Day

Delivery
Online or in-person

Intended Recipients

- Partnerships
- Strategic Leads

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Developing an Effective Business Case

Clear, credible, and compelling cases for investment

Overview

We support teams to develop concise, compelling business cases aligned to organisational priorities. Focus includes problem definition, options, benefits, and implementation planning, enabling confident decisions and practical delivery.

Learning Outcomes

- Shape a persuasive case
- Define the problem and benefit
- Develop viable options
- Strengthen narrative impact

Scope and Content

- Strategic alignment
- Options appraisal
- Benefit and risk analysis
- Case drafting and refinement

Outputs and Deliverables

- Business Case template and real-world examples
- Critical appraisal techniques

Intended Recipients

- Leaders and managers
- Programme Leads
- Project teams

Format
Workshop

Duration
1 Day

Delivery
In-person

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Complex Bid Writing

Structuring successful, high-value proposals

Overview

Ravensdale supports organisations to design, structure, and/or draft high-quality, evidence-based bids for complex programmes. We help teams articulate value, impact, and deliverability in language that resonates with commissioners.

Learning Outcomes

- Build narrative clarity
- Align problem, cause, solution and impact
- Strengthen value proposition
- Understand evaluation criteria

Scope and Content

- Framing needs, outcomes, and theory of change
- Narrative development and structuring
- Costing, deliverability, risk, and governance
- Evidence and impact statements
- Drafting review and refinement

Outputs and Deliverables

- Completed bid draft (if commissioned)
- Bid framework and outline narrative
- Teaching or coaching session to support in-house drafting

Intended Recipients

- Programme leads
- Commissioners
- VCSE Leads

Format
Bitesize / Multi-session

Duration
1 hour – Multi-month

Delivery
In-person or blended

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Improvement and Delivery

Capacity & Demand Modelling

Better flow. Better planning. Better outcomes

Overview

Ravensdale helps teams understand how capacity and demand interact, interpret operational pressures, and make informed decisions. Focused on insight, discussion, and planning — enabling smarter resource use and improved service flow.

Learning Outcomes

- Understand service pressures
- Identify bottlenecks
- Share implications and options
- Prioritise action

Scope and Content

- Interpreting demand and capacity data
- Exploring flow and constraints
- Scenario discussion
- Action and improvement planning

Outputs and Deliverables

- Insights report
- Summary recommendations

Intended Recipients

- Leaders and managers
- Operational teams

Format
Bitesize / Programme

Duration
2 hours - 2 Days

Delivery
In-person, online, or blended

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Failure Demand Reduction

Fixing root causes to free capacity

Overview

Helping organisations identify, quantify, and reduce failure demand by understanding what drives repeat requests, poor flow, and rework — and designing improvements that prevent problems at source.

Learning Outcomes

- Understand failure demand
- Identify drivers
- Share insights
- Reduce rework and waste

Scope and Content

- Failure demand mapping
- Root cause analysis
- Flow redesign
- Action planning

Outputs and Deliverables

- Diagnostic summary
- Action plan

Intended Recipients

- Operational teams
- Leaders

Format
Bitesize / Programme

Duration
2 hours up to 8 weeks

Delivery
In-person or blended

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Delivery Diagnostics

Reviewing operational effectiveness and impact

Overview

Delivery Diagnostics examine service or programme delivery, assessing efficiency, effectiveness, and alignment with intended outcomes. Findings guide improvement, prioritise interventions, and support planning for sustainable change.

Learning Outcomes

- Understand delivery performance
- Identify improvement opportunities
- Strengthen alignment to objectives
- Agree actionable recommendations

Scope and Content

- Service mapping and review
- Performance assessment and benchmarking
- Stakeholder interviews and insight capture
- Recommendations and improvement planning

Outputs and Deliverables

- Delivery diagnostic report
- Actionable improvement plan

Intended Recipients

- Programme managers
- Operational teams

Format
Workshop / Assessment

Duration
1 Day

Delivery
In-person or blended

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Implementation Support and Assurance

Ensuring plans translate into results

Overview

Ravensdale provides structured support to oversee and guide programme implementation. This includes monitoring progress, addressing blockers, and assuring alignment with objectives and strategic goals.

Learning Outcomes

- Track implementation progress
- Identify and mitigate risks
- Ensure alignment with strategy
- Provide assurance to stakeholders

Scope and Content

- Implementation planning and support
- Progress monitoring and reporting
- Risk and issue management
- Stakeholder assurance sessions

Outputs and Deliverables

- Implementation reports and dashboards
- Assurance feedback and recommendations

Format
Ongoing Support

Duration
Variable

Delivery
In-person or blended

Intended Recipients

- Senior managers
- Programme leads
- Neighbourhood Health Partnerships

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Delivery Coaching

Supporting professional growth and applied learning

Overview

Ravensdale's Delivery Coaching helps professionals apply knowledge, tools, and frameworks to real-world projects while reflecting on confidence, capability, and personal effectiveness. Practical, goal-focused, and tailored to the individual's context.

Learning Outcomes

- Solve work challenges effectively
- Make decisions with clarity
- Reflect on personal effectiveness
- Plan next steps clearly

Scope and Content

- One-to-one guidance
- Linking insight to professional goals
- Exploring confidence and self-perception
- Understanding personal fulfilment drivers and conditions for growth

Outputs and Deliverables

- Clarified priorities and goals using an established tool
- Personal User Manual
- Practical reflection insights

Intended Recipients

- Professionals seeking growth

Format
One-to-One

Duration
6 sessions

Delivery
In-person or blended

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Benefits Realisation

Turning activity into meaningful outcomes

Overview

Ravensdale helps teams define, track, and embed benefits from programmes and change initiatives. Work focuses on clarifying intended outcomes, setting indicators, and ensuring benefits are realised and sustained over time.

Learning Outcomes

- Define benefits clearly
- Select indicators
- Monitor delivery
- Sustain improvements

Scope and Content

- Benefits mapping
- Indicator selection
- Tracking and reporting
- Sustainment planning

Outputs and Deliverables

- Benefits map + indicators
- Tracking and reporting plan

Intended Recipients

- Programme teams
- Change leaders
- Leadership teams
- Operational teams

Format
Workshop / Programme

Duration
1–2 days

Delivery
In-person or online

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Quality Improvement (QI)

Practical tools to improve services that matter

Overview

Ravensdale helps teams apply quality improvement methods to diagnose issues, test changes, and improve outcomes. We make QI practical, meaningful, and focused on what matters to staff and service users.

Learning Outcomes

- Understand QI methods
- Identify improvement opportunities
- Test and refine changes
- Apply PDSA cycles

Scope and Content

- QI principles
- Driver diagrams
- Measurement for improvement
- PDSA and iteration

Outputs and Deliverables

- QI plan
- Change test summary

Intended Recipients

- Operational teams
- Change leaders
- Improvement leads

Format
Workshop / Programme

Duration
1-3 days

Delivery
Online or In-person

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Equity and Population Health

Health Inequalities & Equity Action

Tackling inequalities through targeted action

Overview

Focuses on identifying and addressing health inequalities within populations. Participants explore data, case studies, and collaborative approaches to design equitable interventions that improve outcomes and reduce disparities.

Learning Outcomes

- Recognise health inequalities
- Analyse contributing factors
- Design equity-focused actions
- Evaluate impact and change

Scope and Content

- Mapping and interpreting inequality data
- Social determinants of health
- Co-designing targeted interventions
- Monitoring and evaluation

Outputs and Deliverables

- Inequalities analysis report
- Action recommendations

Format
Workshop / Programme

Duration
1-2 Days

Delivery
In-person or online

Intended Recipients

- Leaders and managers
- Operational Teams
- Neighbourhood Health Partnerships
- Primary Care Networks
- Sport England Place Partnerships

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Equity Audits and Impact Assessments

Understanding and reducing inequalities

Overview

Ravensdale conducts equity audits and impact assessments to identify disparities and opportunities for inclusion. Analysis informs decision-making and action planning to improve equity across programmes, services, or partnerships.

Learning Outcomes

- Understand current equity gaps
- Identify areas for intervention
- Evaluate impact on populations
- Plan equitable actions

Scope and Content

- Review of data and processes
- Stakeholder engagement and insight gathering
- Impact assessment and gap analysis
- Recommendations for action

Outputs and Deliverables

- Equity audit report
- Action plan for inclusion

Intended Recipients

- Leadership Teams
- Programme leads
- Sport England Place Partnerships

Format
Workshop / assessment

Duration
1–2 days

Delivery
In-person or online

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Population Health Training

Understanding and applying population health approaches to improve outcomes

Overview

Explores population health concepts, including social determinants, health inequalities, and system-wide approaches. Uses case studies and action learning to apply theory in practice, linking insight to measurable improvements.

Learning Outcomes

- Understand population health principles
- Apply concepts in real contexts
- Identify priority inequalities
- Link insight to outcomes

Scope and Content

- Population health concepts and definitions
- Case studies and action learning exercises
- Identifying inequalities and priority groups
- Measuring impact and outcomes

Outputs and Deliverables

- Applied population health insights
- Recommendations for improvement

Intended Recipients

- Leaders and managers
- Operational Teams
- Neighbourhood Health Partnerships
- Primary Care Networks
- Sport England Place Partnerships

Format
Workshop / Programme

Duration
1-6 Days

Delivery
In-person or online

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Service Redesign

Transforming services for impact and efficiency

Overview

Supports organisations to reimagine services, optimise processes, and improve outcomes. Combines system insight, co-production, and structured planning to create sustainable, practical change.

Learning Outcomes

- Analyse service strengths and gaps
- Identify improvement opportunities
- Co-produce solutions collaboratively
- Plan actionable changes

Scope and Content

- Process mapping and assessment
- Data and insight review
- Co-production workshops
- Implementation planning

Outputs and Deliverables

- Service redesign plan
- Implementation roadmap

Intended Recipients

- Service managers
- Improvement teams

Format
Workshop / Short Programme

Duration
2-3 Days

Delivery
In-person preferred

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VCSE and Community Integration

Strengthening connections for system impact

Overview

Ravensdale supports voluntary, community, and social enterprise organisations to integrate with statutory and system partners. Focus on collaboration, role clarity, and shared goals to maximise impact at neighbourhood and system level.

Learning Outcomes

- Map VCSE contributions
- Strengthen cross-sector partnerships
- Embed collaborative working
- Clarify roles and responsibilities

Scope and Content

- Stakeholder mapping and engagement
- Collaboration frameworks and agreements
- Integration workshops
- Action planning and follow-up

Outputs and Deliverables

- Integration report and framework
- Agreed collaborative actions

Format
Workshop / Programme

Duration
1–2 days

Delivery
In-person or blended

Intended Recipients

- Local partnerships
- Community leaders
- VCSE Leaders
- Neighbourhood Health Partnerships
- Sport England Place Partnerships

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Neighbourhood Design Labs

Co-designing place-based solutions

Overview

Ravensdale facilitates Neighbourhood Design Labs to bring local stakeholders together to co-create solutions. Workshops combine insight sharing, prototyping, and prioritisation to deliver practical, locally-owned initiatives.

Learning Outcomes

- Build shared understanding
- Identify local needs and assets
- Co-design practical solutions
- Prioritise actions collaboratively

Scope and Content

- Stakeholder mapping and engagement
- Insight capture and problem framing
- Solution prototyping and testing
- Prioritisation and action planning

Outputs and Deliverables

- Lab findings and insights
- Co-created action plan

Format
Multi-session

Duration
1–2 days

Delivery
In-person

Intended Recipients

- Local partnerships
- Community leaders
- Primary Care Networks
- Neighbourhood Health Partnerships
- Sport England Place Partnerships

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Integrated Care & Partnership Working

Connecting services for seamless population outcomes

Overview

Develops understanding of integrated care approaches and cross-sector collaboration. Uses action learning and case studies to explore partnership design, alignment, and practical solutions for improved system-wide outcomes.

Learning Outcomes

- Understand integrated care principles
- Identify partnership opportunities
- Apply collaborative approaches
- Measure system outcomes

Scope and Content

- Principles of integrated care
- Cross-sector alignment and roles
- Co-designing partnership initiatives
- Evaluating impact on outcomes

Outputs and Deliverables

- Partnership design insights
- Recommendations for integration

Intended Recipients

- Leaders and managers
- Neighbourhood Health Partnerships
- Sport England Place Partnerships

Format
Workshop / Programme

Duration
1-2 Days

Delivery
In-person or online

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Evaluation and Learning

Theory of Change and Logic Modelling

Clarity on how change delivers impact

Overview

Helping organisations identify, quantify, and reduce failure demand by understanding what drives repeat requests, poor flow, and rework — and designing improvements that prevent problems at source.

Learning Outcomes

- Shared purpose
- Insight into change pathway
- Shared understanding
- Evaluation readiness

Scope and Content

- Theory of Change development
- Logic modelling
- Outcomes and indicators
- Evidence mapping

Format
Bitesize / Programme

Duration
2 hours up to 6 weeks

Delivery
In-person or blended

Outputs and Deliverables

- Theory of Change model development
- Logic model development

Intended Recipients

- Operational teams
- Leaders
- Programme teams

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Impact Frameworks

Measuring outcomes and value

Overview

Ravensdale designs impact frameworks to help organisations track and communicate outcomes. Combines logic models, indicators, and measurement approaches to demonstrate effectiveness and inform continuous improvement.

Learning Outcomes

- Clarify intended outcomes
- Identify measurable indicators
- Link actions to impact
- Embed evaluation processes

Scope and Content

- Outcome definition and logic modelling
- Indicator selection and measurement planning
- Data collection and analysis approaches
- Reporting and learning loops

Outputs and Deliverables

- Impact framework document
- Measurement and reporting plan

Format
Workshop / Design

Duration
1–2 days

Delivery
In-person or blended

Intended Recipients

- Local partnerships
- Evaluation teams
- VCSE Leaders
- Neighbourhood Health Partnerships
- Sport England Place Partnerships

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Developmental Evaluation and Learning Loops

Supporting adaptation in complex environments

Overview

Ravensdale embeds real-time feedback and reflective practice to support innovation in complex or emergent programmes. We help teams learn as they deliver, adapt iteratively, and strengthen impact pathways.

Learning Outcomes

- Build real-time insight
- Strengthen adaptive decision-making
- Embed learning practices
- Sustain improvement cycles

Scope and Content

- Developmental evaluation principles
- Real-time feedback and insight
- Learning loop design
- Adaptive practice and iteration

Outputs and Deliverables

- Learning framework
- Insight and adaptation summary

Intended Recipients

- Programme teams
- Change leaders
- Leadership teams
- Operational teams
- Sport England Place Partnerships

Format

Workshop / Programme

Duration

1 day – 6 months

Delivery

Online, In-person or blended

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Capabilities Pack

Organisational Systems and Culture

Complex Adaptive Systems

Working with — not against — dynamic systems

Overview

Ravensdale helps teams understand and work within complex adaptive systems, where outcomes emerge from relationships, behaviour, and context. We build confidence navigating uncertainty, enabling adaptive action, learning, and progress.

Learning Outcomes

- Understand complexity principles
- Sense patterns and change
- Adapt to uncertainty
- Make informed next steps

Scope and Content

- Simple vs. complicated vs. complex
- Emergence and adaptation
- Feedback and learning
- Navigating uncertainty

Outputs and Deliverables

- System insights summary
- Practical adaptive actions

Intended Recipients

- Leadership teams
- System leaders
- Programme teams

Format
Workshop / Programme

Duration
1-3 days

Delivery
Online or In-person

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Viable System Model

Understanding organisational viability through systemic design

Overview

Ravensdale applies the Viable System Model to help organisations diagnose structure, governance, and information flows. The process assesses autonomy, coordination, and strategic responsiveness to strengthen system capability.

Learning Outcomes

- Understand VSM functions
- Spot structural gaps
- Strengthen coherence
- Prioritise improvements

Scope and Content

- System identification & recursion
- Functions 1–5 assessment
- Coordination & control review
- Recommendations & redesign

Outputs and Deliverables

- VSM diagnostic report
- Prioritised redesign actions

Intended Recipients

- Local partnerships
- Leadership teams

Format
Bitesize / Workshop

Duration
1 hour - 1–2 days

Delivery
In-person or online

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Healthy Workplace Culture Design

Creating environments where people can thrive

Overview

Ravensdale supports organisations to design workplace cultures that enable people to excel. We focus on the conditions people value—trust, purpose, fairness, and growth—to strengthen performance and wellbeing.

Learning Outcomes

- Understand cultural drivers
- Strengthen communication and trust
- Embed fair and inclusive practice
- Support growth and belonging

Scope and Content

- Trust, psychological safety & communication
- Fairness, inclusion & recognition
- Purpose, meaning & shared values
- Growth pathways & autonomy (eg preventing disengagement / Quiet Quitting)

Outputs and Deliverables

- Culture design priorities
- Improvement recommendations

Intended Recipients

- Leaders and managers
- Organisational Development and People teams
- Neighbourhood Health Partnerships

Format
Workshop / Programme

Duration
1-3 Days

Delivery
In-person or online

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