

Ravensdale Consultancy Ltd

Capabilities Pack

Capabilities Pack

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
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Outputs and Deliverables

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

- Executive leaders
- Clinical leaders

Format

Workshop / Programme

Duration

Half day – 3 days

Delivery

In-person or blended



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'The Alchemist' Leadership Programme

Transform your leadership journey through metaphor and reflection

Overview

A flagship programme using the journey of Santiago from *The Alchemist* as a leadership metaphor. 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 through Santiago's journey
- 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

Format

Workshop / Diagnostic

Duration

1-2 Days

Delivery

In-person or blended

Outputs and Deliverables

- Governance framework options
- Implementation plan

Intended Recipients

- Partnership Boards
- Leadership teams



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