

Ravensdale Consultancy Ltd

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Capabilities Pack

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

Format

Structured facilitated session

Duration

Half Day

Delivery

In person or online

Outputs and Deliverables

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

Intended Recipients

- Leadership and Strategy Teams
- Senior Executives



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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

Format

Diagnostic / Workshop

Duration

Half – Full Day

Delivery

In-person or online

Outputs and Deliverables

- Maturity profile report
- Prioritised development plan

Intended Recipients

- Leadership teams
- Change leads



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Capabilities Pack

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



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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



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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



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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

Format

Workshop / Bitesize

Duration

2 – 8 hours

Delivery

In-person or online

Outputs and Deliverables

- Facilitation toolkit
- Reflective exercises

Intended Recipients

- Leaders and managers
- Partnership teams



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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
-

Outputs and Deliverables

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

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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Capabilities Pack

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

Format

Workshop / Planning

Duration

1 Day

Delivery

In-person preferred

Intended Recipients

- Partnership Boards
- Leadership teams



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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

Format

Multi-session

Duration

2-3 consecutive days or spaced sessions

Delivery

In-person

Outputs and Deliverables

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

Intended Recipients

- Leadership teams
- Programme leads
- Neighbourhood Health 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

Format

Workshop

Duration

1 Day

Delivery

In-person

Outputs and Deliverables

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

Intended Recipients

- Leaders and managers
- Programme Leads
- Project teams



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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

Format

Bitesize / Multi-session

Duration

1 hour – Multi-month

Delivery

In-person or blended

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



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Capabilities Pack

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

Format

Bitesize / Programme

Duration

2 hours up to 8 weeks

Delivery

In-person or blended

Outputs and Deliverables

- Diagnostic summary
- Action plan

Intended Recipients

- Operational teams
- Leaders



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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

Format

Workshop / Assessment

Duration

1 Day

Delivery

In-person or blended

Outputs and Deliverables

- Delivery diagnostic report
- Actionable improvement plan

Intended Recipients

- Programme managers
- Operational teams



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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

Format

One-to-One

Duration

6 sessions

Delivery

In-person or blended

Outputs and Deliverables

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

Intended Recipients

- Professionals seeking growth



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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

Format

Workshop / Programme

Duration

1–2 days

Delivery

In-person or online

Outputs and Deliverables

- Benefits map + indicators
- Tracking and reporting plan

Intended Recipients

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



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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

Format

Workshop / Programme

Duration

1-3 days

Delivery

Online or In-person

Outputs and Deliverables

- QI plan
- Change test summary

Intended Recipients

- Operational teams
- Change leaders
- Improvement leads



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Capabilities Pack

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

Format

Workshop / Programme

Duration

1-2 Days

Delivery

In-person or online

Outputs and Deliverables

- Inequalities analysis report
- Action recommendations

Intended Recipients

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



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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

Format

Workshop / assessment

Duration

1–2 days

Delivery

In-person or online

Outputs and Deliverables

- Equity audit report
- Action plan for inclusion

Intended Recipients

- Leadership Teams
- Programme leads



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Population Health – Principles, Application & Outcomes

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

Format

Workshop / Programme

Duration

1-5 Days

Delivery

In-person or online



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Population Health Strategy & Implementation

Turning insight into system-wide action

Overview

Supports translating population health insight into actionable strategies. Participants work through case studies and action planning to design interventions, allocate resources, and define measurable outcomes across populations.

Learning Outcomes



Translate insight into strategy



Design interventions



Align stakeholders and resources



Plan measurable outcomes

Scope and Content

- Strategy development principles
- Stakeholder alignment and engagement
- Intervention design and prioritisation
- Evaluation planning

Outputs and Deliverables

- Population health strategy outline
- Action plan

Intended Recipients

- Leaders and teams
- Neighbourhood Health Partnerships
- System planners

Format

Workshop / Programme

Duration

1-2 Days

Delivery

In-person or online



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Population Health Data & Insight

Turning data into actionable improvement

Overview

Focuses on interpreting and applying population health data to guide decisions, prioritise interventions, and monitor outcomes. Uses real datasets, case studies, and reflective exercises to turn insight into practical action.

Learning Outcomes



Analyse population data



Identify trends and priorities



Apply insights to planning



Track outcomes effectively

Scope and Content

- Data sources and interpretation
- Visualising and communicating insight
- Using evidence for planning
- Monitoring impact

Format

Workshop / Programme

Duration

1-2 Days

Delivery

In-person or online

Outputs and Deliverables

- Data insights report
- Priority recommendations

Intended Recipients

- Analysts and Teams
- Neighbourhood Health Partnerships



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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

Format

Workshop / Short Programme

Duration

2-3 Days

Delivery

In-person preferred

Outputs and Deliverables

- Service redesign plan
- Implementation roadmap

Intended Recipients

- Service managers
- Improvement teams



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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

Format

Workshop / Programme

Duration

1–2 days

Delivery

In-person or blended

Outputs and Deliverables

- Integration report and framework
- Agreed collaborative actions

Intended Recipients

- Local partnerships
- Community leaders
- VCSE Leaders
- Neighbourhood Health 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

Format

Multi-session

Duration

1–2 days

Delivery

In-person

Outputs and Deliverables

- Lab findings and insights
- Co-created action plan

Intended Recipients

- Local partnerships
- Community leaders
- Primary Care Networks
- Neighbourhood Health 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

Format

Workshop / Programme

Duration

1-2 Days

Delivery

In-person or online

Outputs and Deliverables

- Partnership design insights
- Recommendations for integration

Intended Recipients

- Leaders and managers
- Neighbourhood Health Partnerships



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Capabilities Pack

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

Format

Workshop / Design

Duration

1–2 days

Delivery

In-person or blended

Outputs and Deliverables

- Impact framework document
- Measurement and reporting plan

Intended Recipients

- Local partnerships
- Evaluation teams
- VCSE Leaders
- Neighbourhood Health 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

Format

Workshop / Programme

Duration

1 day – 6 months

Delivery

Online, In-person or blended

Outputs and Deliverables

- Learning framework
- Insight and adaptation summary

Intended Recipients

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



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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

Format

Workshop / Programme

Duration

1-3 days

Delivery

Online or In-person

Outputs and Deliverables

- System insights summary
- Practical adaptive actions

Intended Recipients

- Leadership teams
- System leaders
- Programme teams



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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

Format

Bitesize / Workshop

Duration

1 hour - 1–2 days

Delivery

In-person or online

Outputs and Deliverables

- VSM diagnostic report
- Prioritised redesign actions

Intended Recipients

- Local partnerships
- Leadership teams



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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)

Format

Workshop / Programme

Duration

1-3 Days

Delivery

In-person or online

Outputs and Deliverables

- Culture design priorities
- Improvement recommendations

Intended Recipients

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



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