

Ravensdale Consultancy Ltd

Capabilities Pack

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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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