

Health systems consultancy

Ideal has worked for a number of years with many NHS organisations, private healthcare companies, Local Service Providers (LSP) and vendors. We help clients achieve their organisational goals in line with the National Programme for IT.

Our work has evolved from the delivery of training courses through the development of bespoke training solutions, to consultancy on best practice and organisational readiness.

Ideal's consultancy service for training and development helps organisations prepare for and manage the impact of new systems. We provide assistance in a variety of areas.

Prepare and support organisations through change

Our services are complimentary to the change activities of the LSP or vendor organisation. We work with staff to build a sustainable model for aligning change to strategic objectives. We coach and mentor staff to communicate change and ensure the organisation has the required skills base in house to monitor effectiveness and performance.

Prepare staff to embrace change

Empowering staff to take control of their own effectiveness is a key challenge for many NHS organisations. Within an environment of continuous and dynamic change, managing individual competencies and skills to practically implement new technology, or new processes, is critical to achieving real business benefit.

Help users to rapidly implement new skills

Ideal helps clients establish a full development plan by understanding existing staff skills and anticipating future skills requirements. Our work aids organisations to comply with the Agenda for Change requirements. It also maps personal development plans to business and financial capacity, to build sustainable in house knowledge.

Help clients ensure Rol and realise expected benefits

Change, especially technologically driven change, can promise so many benefits. However, organisations need to ensure their employees are fully engaged with the programme to maximise the benefits.

Ideal works with organisations to ensure that training, education and learning are knitted together appropriately. This allows staff to do their job in a new and empowered way to achieve the organisation Rol and business benefits.

Activities

Some of the components of our service are:

- Translating and communicating organisational goals into personal development and ownership plans
- Process audit and ongoing coaching for performance
- Competency evaluation and skills delivery

