

Supporting a large northern based housing association through substantial change

When a large housing association was in need of implementing substantial change throughout the organisation Richard was key in supporting the organisation to develop the leadership and managerial competence that has supported a huge change management programme and the improvement of performance.

Richard provided coaching support to the executive team, being able to do this effectively due to his wealth of understanding about the issues faced by social housing providers in the current climate-he was able to identify the blockers and risks in delivering the organisations strategic objectives.

With a group structure being developed with a similar organisation operating in the same area, Richard coached and supported the executive team to empower their workforce, whilst being 'at risk' of redundancy themselves. They continued to deliver high performance during these times of uncertainty and change.

In addition, Richard delivered management development sessions with the management team during a major change programme, which delivered an organisational restructure programme and efficiency savings of £3.5 million. Using the groups values and an understanding of the current position of the business Richard was able to convey why change and engagement was essential, whilst looking at what needs to change and how this could be achieved.