



Rainbow
Consultants

Consultancy Projects

To book an appointment or request further
information, please contact:

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Consultancy

Do you need someone to assist you in setting up an employee wellbeing programme or assist you in developing a business case for diversity or a strategic approach workforce planning and development? We will work in partnership with you to ensure that your development initiatives are successful over the longer term.

Consultancy projects vary according to the needs of the client and can be anything from half a day up to a year in duration. The focus of the project may be in the area of learning and development (e.g. development of an L&D strategy; evaluation of the impact of L&D; Investors in People); in the area of Human Resources (e.g. development of a wellbeing programme; employee engagement; diversity interventions); in the area of Organisational Development (e.g. staff surveys; competency frameworks; core values; culture change).

The consultant will undertake an initial diagnostic with the client to help them clarify their intended outcomes for the project and will also help them to scope out their specific requirements identifying any key milestones that need to be met along the way. 'Success criteria' for the project will be identified at the outset and, where appropriate, a stakeholder analysis and communications plan will be developed.

The intention with any consultancy project is to work in close collaboration with the client and to ensure that they are equipped with the skills and expertise to continue the work once the consultants have left the organisation.

"Extremely innovative approach...focusing on the business made all the difference between sustainability and failure! Because we were able to address so many of our strategic agendas within the one programme, managers did not feel overwhelmed and were, as a consequence, hugely supportive of the changes." ND, Executive Director

Case Study

The organisation was keen to develop its leadership capacity around diversity both within the organisation and externally with its partners and key stakeholders. The highly committed chief executive herself chaired the core value group on diversity within the organisation, and was keen to sponsor and resource a radical programme of change.

Rather than starting by designing a diversity programme, the consultants began by identifying a number of strands that were key to organisational success. These included performance management, efficiency; leadership and management development; customer service; workforce planning and development; employee wellbeing; partnership working; social inclusion and community engagement. Against each of these they listed the ways in which a strategic approach to diversity would contribute to success. This work then formed the basis of a business case for diversity which was presented to senior managers.

Working in collaboration with senior managers and other key stakeholders, a wide range of initiatives were then developed in order to meet both the organisation's strategic objectives and their desire to increase representation of key groups within the organisation. These initiatives included a highly innovative 'developing managers' programme; a joint diversity venture with the local health authority; a project to support local minority ethnic business leaders; a programme of leadership development; and drama-based workshops for employees to raise awareness on how diversity can enhance their relationship with customers and colleagues.

Through this approach, the organisation was able to implement a wide range of business focused initiatives that were designed to meet their strategic objectives and at the same time address the issue of significant under-representation within the organisation. Because this was a business-driven initiative, employees did not feel left out or marginalised, and the programmes that followed were more sustainable in the longer term and made a notable contribution to meeting the organisation's objectives.