

BLUE TRIANGLE CASE STUDY



Blue triangle are a social care organisation that empowers people to thrive, by delivering solutions in connected communities which focus on the needs of each individual.

At a Glance Challenges

- Moving the company culture towards a modern, accountable and psychologically safe environment where people thrive
- With a new CEO at the helm, influencing the change agenda together as one team

Objectives

- To review the proposed organisation design for the operations and central support team, delivering sustainable change.
- To carry out a full strategic review of the HR function, its policies, processes and strategies in line with the strategic direction of the organisation with a clear focus on inclusion.

Solutions

What	Who at Realise HR	March	April	May
Work Package 1				
Organisation Design review and finalise	Claire			
Role and People impact assessments	Claire			
Restructure approach design, review and sign off	Claire			
Communication planning (What, when, to who, how)	Claire			
HR readiness (documentation, scripts, FAQ)	Claire			
Redundancy calculations if and where applicable	Claire			
Announcement support	Claire			
Consultations support	Claire			
Appeal support	Claire			
Work Package 2				
Job Evaluation review	Jean			
HR strategies and frameworks review	Jean			
HR policies review	Jean			
HR processes review	Jean			
HR structure review and design	Jean			
HR team competence assessment	Jean			
HR structure finalise and job descriptions written	Jean			
Recommendations and outputs written up and presented	Jean			
HR Team Organisation Design implementation	Jean			



“I’m utterly delighted with the support being provided by Realise team. With the breadth of knowledge, expertise and skills, combined with a detailed approach, it made it very easy for the tender scoring panel to rank Realise number 1”

Iain MacFarlane
CEO Blue triangle

