

# Moira Bolingbroke – Case Study: Voluntary Sector

## THE CHALLENGE

The client experienced unprecedented growth in its services, resulting in continuous change in the organisational structure, roles and responsibilities within the organisation. Subsequently key areas of the organization underwent significant changes which needed re-building.

## THE OUTCOME

Defined greater understanding of staff and individual behaviour within the organisation.

Think differently – Thought process has moved away from thinking why things are done, to a lateral process of how to, define the problem and identify why the organisational or individual reacts to the situation.

Learning to challenge each other openly without creating negative connotations.

More openness, support and trust between members of the team.

Improved staff morale

Happier environment

More ambient and less stressed work environment

More productive – less activity, more new work

Joint responsibility for the team

## CLIENT TESTIMONIAL

How would we use you in the future?

Phase two of organisational consultancy with Moira Bolingbroke to assist in creating:

- New teams
- Integrated/multi disciplinary teams
- Board of Management

CHIEF EXECUTIVE

Voluntary Organisation

## MOIRA BOLINGBROKE BACKGROUND/SUMMARY

Moira Bolingbroke is a trained organisational consultant, specialising in performance coaching. Moira Bolingbroke has been involved in the public sector throughout most of her career, and is an experienced project manager with expertise in the criminal justice system.

Moira Bolingbroke's expertise spans across a range of services comprising: the probation service, social services police service, and also with local councils and the voluntary sector.

Moira Bolingbroke has a successful track record of collaborative partnership working.



## MOIRA BOLINGBROKE

*Organisational Consultancy & Coaching*

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