

# Community and Health Services

The Osborne Group Community and Health Services Principals have extensive experience in the health care and community services systems as executives, clinicians, consultants, policy makers and funders.

We consult with not-for-profit organizations and all levels of government to improve organizational effectiveness. Our fundamental approach is to:

- analyze and diagnose problems
- recommend actions
- build consensus and commitment
- implement change
- facilitate client learning

We offer a broad range of services to meet organizational needs.

## Governance

- advising boards on governance structure, plans and evaluation
- working with boards to develop multi-year strategic plans
- providing training and support to boards and staff

## Human Resources

- filling leadership roles on an interim basis
- recruiting for leadership positions
- mentoring leadership teams
- conducting performance reviews
- preparing Pay Equity plans

## Organizational Development

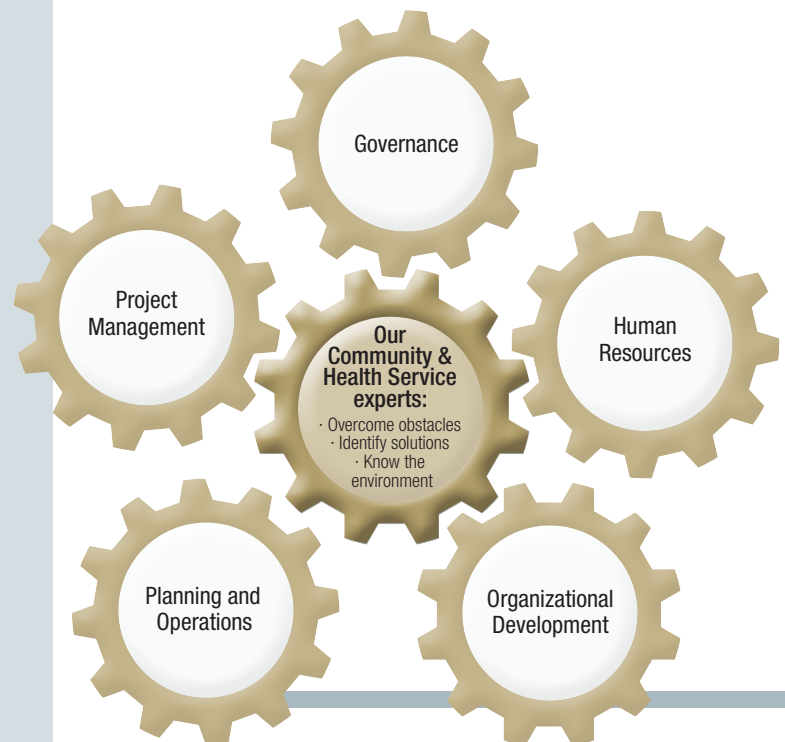
- guiding and supporting organizations through systems change and transformation
- advising on organizational design
- conducting organizational reviews and service compliance audits

## Planning and Operations

- developing standards and frameworks for effective practice
- planning and implementing mergers, joint projects and shared services
- leading and supporting facility and capital planning

## Project Management

- leading the planning, design and execution of projects



We excel at helping organizations overcome obstacles and identify solutions to organizational issues. We understand the connections among health and social service professionals, agencies, government, and the general public. We have worked in complex environments where sensitivity to stakeholder perspectives has been critical to a successful outcome. We are accomplished negotiators and facilitators and are known for being good listeners and collaborative associates in the work we undertake.

We would be pleased to discuss our services with you!



**THE OSBORNE GROUP**  
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# EXECUTIVE PERFORMANCE ON DEMAND

When you  
need it – For  
as long as  
you need it



The Osborne Group, a dynamic team of highly experienced executives, has been helping organizations succeed since 1993.

Our clients are small, medium size and multi-national companies, not-for-profit organizations and government agencies. Our services cover all functional areas and include:

- Interim management
- Project management
- Consulting
- Organizational development
- Planning

Our Principals have broad leadership experience and in-depth knowledge. We get to work quickly and get the job done to the highest standards.

On every assignment we:

- Focus on our client's needs first
- Collaborate to develop the best solutions
- Work with integrity
- Provide excellent quality service
- Commit to outstanding results



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