

Working with the hospice sector

At Thrive Consulting, we are proud to support the UK hospice sector in developing world-class people strategies. We understand the vital role that compassionate and skilled personnel play in providing exceptional care during people's most vulnerable moments. We recognise the challenges of building an engaged workforce within one of the most complex yet profoundly meaningful organisational landscapes.

Understanding what makes this sector unique is critical to success



The experience of service users, their families and care providers is of paramount importance, significantly influencing all decisions.



In a sector where a significant proportion of income comes from the generosity of benefactors, managing costs is critical. We understand our responsibility to invest these funds wisely, ensuring maximum impact and sustainability



The worker population is diverse, often reflecting six different generations, each with varying levels of skill/capability. There are also nuanced expectations between volunteers and employees



Organisations are navigating the delicate balance between traditional 3rd Sector values and beliefs and those aligned with the commercial world. Not all employees are prepared to adopt a more business-oriented mindset.



Hospices are deeply rooted in their local communities, and decisions must align with the diversity of these environments. Depending on their size, this may mean they are a significant employer in the area.



A hospice holds a wealth of data, with some kept for statutory and regulatory requirements. However, a significant portion remains unstructured and often isn't well utilised for data-driven decision-making.

Typical services delivered

Discovery



- People strategy maturity assessment.
- Attrition and employee flight risk analysis.
- Technology options appraisal
- Team Effectiveness Assessment.
- Employee engagement & survey.

Talent Management



- Embedded talent acquisition
- Employee Value Proposition
- Role evaluation, development and succession
- Alumni management
- Embedded full lifecycle induction
- Line manager coaching & preparation
- Board development, executive coaching and critical friend

Employee Experience



- Continuous learning, development pathways & tools
- Engagement and retention strategies
- Employee voice set up
- Communications strategy
- Appraisal and objectives design
- Target Operating Model design
- People strategy design
- Fractional CxO

Our Outcomes

Benefits realisation varies between organisations and their relative complexities. In general, we will:



Improve employee engagement.



Reduce attrition and manage tenure flight risks.



Enhance quality of business outputs with improved user satisfaction

We also ensure:



A focus on growth



Identification of people related risk



Greater personalisation

Now is Your Time to Thrive

There has never been a more turbulent time for the people strategy. Since Covid-19 we have experienced the Great Resignation, "quiet quitting", the Cost-of-Living crisis and the emergence of AI (amongst other things) any one of which would have created a strain on the plan.

Focusing on your most important asset, your people, is essential but often overshadowed.

At Thrive we help you reconnect with your employees. We strengthen your team, tools, working methods, and confidence. When you're prepared, we return control to you and continue to support you on your journey forward.

For a free, no obligation consultation contact:

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