

INTRODUCING

# The People Health Check

A structured diagnostic for charity leaders who know **something's not right with their people** — but aren't sure what's really going on.

COMMON TRIGGERS

Staff burnout or disengagement

High turnover

Rapid growth

New leadership

No HR function

Board people concerns

CHOOSE YOUR LEVEL OF INSIGHT

<p>KYA — <b>Know Your Signal</b></p> <p><i>Does your data support what you think is going on?</i></p> <p><b>WHAT'S REVIEWED</b></p> <ul style="list-style-type: none"><li>→ Turnover &amp; attrition data</li><li>→ New hire turnover</li><li>→ Onboarding effectiveness</li><li>→ Absence patterns</li><li>→ Recruitment effectiveness</li><li>→ Relevant policy documents</li></ul> <p><b>HOW IT WORKS</b></p> <ul style="list-style-type: none"><li>→ Data &amp; document review</li><li>→ Leadership interview</li><li>→ Analysis &amp; report</li></ul> <p>From <b>£950</b> <b>ENTRY POINT</b></p>	<p>KYA — <b>Know Your People</b></p> <p><i>What's actually going on for your people?</i></p> <p><b>EVERYTHING IN SIGNAL, PLUS</b></p> <ul style="list-style-type: none"><li>→ Review of selected job descriptions</li><li>→ Job architecture &amp; role clarity review</li><li>→ Employee listening sessions (focus groups or 1:1s, scaled to org size)</li></ul> <p><b>HOW IT WORKS</b></p> <ul style="list-style-type: none"><li>→ All Signal activities</li><li>→ Employee listening sessions</li><li>→ Analysis &amp; scored findings report</li><li>→ Leadership debrief session</li></ul> <p>From <b>£1,800</b> <b>MOST POPULAR</b></p>	<p>KYA — <b>Know Your System</b></p> <p><i>How is your structure contributing to the people picture?</i></p> <p><b>EVERYTHING IN PEOPLE, PLUS</b></p> <ul style="list-style-type: none"><li>→ Organisational structure review</li><li>→ Performance management process review</li><li>→ People strategy assessment</li><li>→ Governance review (reporting &amp; decision-making lines)</li><li>→ Employee mobility data review</li></ul> <p><b>HOW IT WORKS</b></p> <ul style="list-style-type: none"><li>→ All People activities</li><li>→ Extended data &amp; document scope</li><li>→ Analysis &amp; scored findings report</li><li>→ Leadership debrief session</li></ul> <p>From <b>£2,400</b> <b>COMPREHENSIVE</b></p>
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WHAT YOU RECEIVE — ACROSS ALL TIERS

- Scored findings report with RAG ratings
- Clear priorities & recommended actions
- Data gap analysis
- Leadership debrief session (People & System)

DELIVERY

Designed to deliver insight quickly. A focused, time-limited engagement — not an open-ended consultancy relationship. Timelines are agreed at scoping and depend on organisational availability and data readiness.

DATA REQUIREMENTS

This service requires access to people data in a usable format. Data preparation and cleaning is outside the scope of the Health Check. We'll confirm data requirements at the outset.

A CLEAR PATH TO WHAT COMES NEXT

