

Case Study:

Corporate Office Rationalisation and Change Management



Client: Guy's and St Thomas' NHS Foundation Trust

Project: Relocation Programme and Corporate Office Rationalisation

Services Provided: Stakeholder engagement, spatial layouts, space planning, programme & project management, move management, change management and guidance and support on the implementation of hybrid working.

Timescales: June 2022 – December 2022

Guy's and St Thomas' NHS Foundation Trust are one of the UK's leading providers of hospital and community-based healthcare, research and education.

A Trust leasehold was due to expire with no option to renew or extend the lease. The staff and teams affected by the lease expiry were required to relocate into existing Trust properties and embrace new ways of working.

The relocation programme was built on the current flexible working arrangements that many teams across the Trust have been following as a result of the pandemic.

The gbp consult team was chosen to deliver this project because of our stakeholder engagement, change management and programme and project management expertise. We worked closely with the client to develop spatial layouts that maximised the Trusts current portfolio and support staff with new ways of working.



Activities undertaken by gbp partnerships:

The gbp consult team worked to define the requirements of the teams impacted by the relocation programme, developing new desk layouts and providing hands on support and move management.



Project Objectives:

The overarching aim of the project was to support the Guy's and St Thomas' NHS Foundation Trust with the planning and delivery of a decant from one of the Trust's existing office accommodation. This decant was part of a wider transformation programme in how workspace is used across the Trust's portfolio and supporting new ways of working.



Outcomes and Benefits:

The outcome of gbp consult's work supported the implementation of hybrid working guidance and enabled the relocation from an expensive leasehold.

Key benefits delivered included:

- ✓ **Increased flexibility;** employees can work from home and the office allowing for improved work-life balance.
- ✓ **Reduced costs and more efficient use of space;** employers have greater control over the working environment and space aligned to the teams' requirements.
- ✓ **Enhanced collaboration and communication** within teams in light of the reconfiguration of the working environment.
- ✓ **Improved utilisation;** a reduction in property costs (c. £2m p.a.) which can be invested back into more patient facing activities within the Trust.
- ✓ **Delivering a Net Zero NHS;** creating a more sustainable working environment by reducing the Trust's carbon footprint.



The Power of Partnership



We develop and deliver partnerships with clients across health, local authorities and the wider public sector. Empowering people to change practices, processes and the use of physical assets, in order to embed long lasting organisational transformation.



Unlike other consultancy companies who only provide advisory services, gbpartnerships consult - as part of the gbpartnerships group - are able to apply the group's operational delivery experience in managed services, asset management, property development, and long-term partnerships with 14 local community and healthcare systems across England, to deliver grounded, end to end service transformation, change management and asset management services to clients.



www.gbpartnerships.co.uk/consult
www.linkedin.com/showcase/gbpartnerships-consult



If you'd like to find out more or arrange an informal chat about our work contact:
Sam McCumiskey, gbpartnerships consult Managing Director
Email: sam.mccumiskey@gbpconsult.co.uk