



PRACTICUS™

Powering Problem Solving and Recruitment for the
Independent Health and Social Care Sector

PRACTICUS HELPING PEOPLE NAVIGATE CHANGE

Practicus is the leading healthcare recruitment firm for senior professionals across both independent healthcare and the NHS. We work with a wide range of health and social care providers, and not-for-profit organisations to help appoint outstanding individuals across all senior functions. We have fine-tuned and perfected the art of Interim Management recruitment over 17 years.

We specialise in recruiting interim professionals in the Independent Health and social care space, covering areas such as Operational Management, Governance/Risk, Finance, Transformation and Turnaround, Projects, Digital and HR. We help find the best people that make real contributions to the organisations they serve. Our success is built on long-term relationships with clients and candidates. In 2020 we took the top spot in the annual Institute of Interim Management (IIM) Survey.

Our Practicus Community is made up of professionals who are passionate about knowledge sharing and supporting each other in solving business challenges. This community, today numbering over 800, has delivered invaluable support and bespoke advice to help to people manage change, processes and technology.



Practicus has provided its services to the NHS through Crown Commercial Services.

We are currently appointed to:

- Non-clinical, Temporary and Fixed-term staff (NHS)
- Management Consulting Framework (MCF) (submitting to MCF 3)
- G-Cloud 12
- Digital Outcomes and Specialists 4 and 5

[Find us here](#)

OUR PURPOSE

To help people navigate change

INTENT

To be the leading and most trusted change partner

AREAS OF CHANGE

Strategy
Operational Efficiency
Behaviour & Culture
Data
Digital, Technology & Systems

OUR COMMUNITY

Beyond our interims and delivery teams, we have a growing community of over 800 subject matter experts across industries and areas of change, who believe in reciprocity and share insight, best practice and lessons learned with our clients to aid them in navigating change.

FAST FACTS

17

YEARS
YOUNG

£40M

TURNOVER

6K+

WORK PACKAGES
DELIVERED

132

CURRENT
CLIENTS

82%

REPEAT
CLIENTS

WHY US?

We understand. And we care. We are well-recognised for our work in delivering senior NHS roles and have used this experience to develop constructive partnerships with Independent Health and Social Care providers.

HOW WE CAN HELP YOU

From business change and transformation to operational and turnaround assignments, our healthcare networks are second to none. We have a strong track record providing outstanding recruitment processes for both our clients and candidates. Our services are efficient, personal and above all yield results in terms of attracting exceptional talent. We respond flexibly and sensitively to the needs of our clients, bringing enthusiasm, knowledge and drive as part of our approach to providing outstanding services.

COMPANIES WE WORK WITH



MARCUS

ANDREW

OUR SERVICES

RESOURCE

Providing capability and capacity to deliver change

- Interim, Permanent and Fixed Term hires
 - 17 year track record
- **1st in IIM survey 2020**

CONSULTING

Offering a full suite of change solutions

- Discovery, Design and Delivery
 - Work packages, SOWs and deliverable-based engagements

ASK THE COMMUNITY

Access to practical, independent advice from those who have been there before

- One-to-one advice
- Out of sector expertise
 - Lessons learned

EVENTS

Driving engagement around change and providing a forum to share and innovate

- Hackathons
- Round tables
- Panels Q&A

WORKSHOPS

Bringing clarity, learning and definition to your change agenda

- Independent facilitation
- Subject matter expert input
- On-site or neutral location

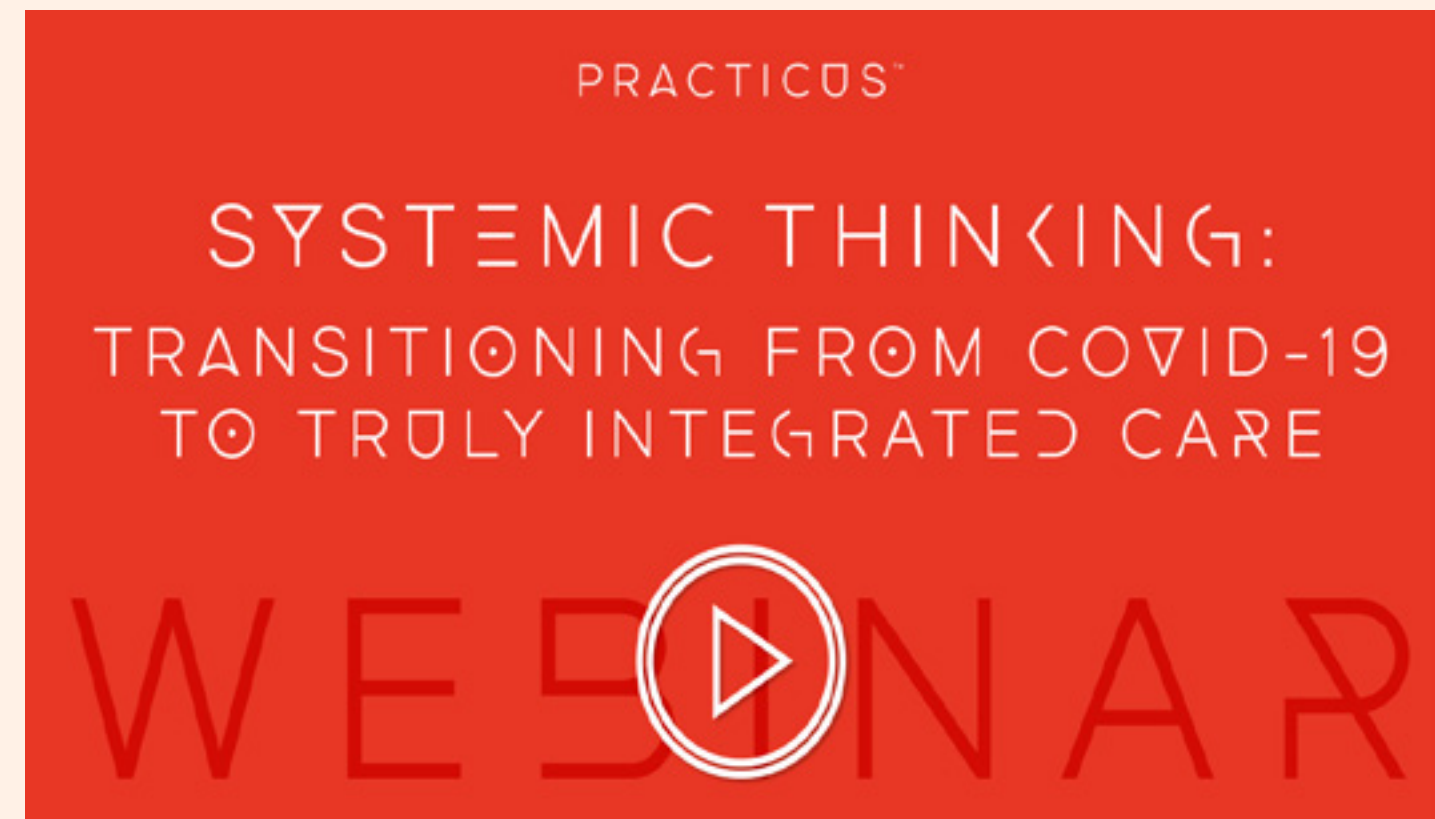
THE POWER OF COMMUNITY:

Beyond our interims and delivery teams, we have a growing community of over 800 subject matter experts across various industries and areas of change. Our community believe in reciprocity, sharing insight and best practice as well as lessons learned with our clients to aid them in navigating change.

Our community includes groups focused on many healthcare issues, such as clinical leadership, digital transformation and integrated care.

'Ask the Community' enables us to connect someone facing a new and difficult challenge with an expert who has faced similar challenges and is willing to share best practice and lessons learned.

LISTEN
to our webinar



WATCH
our testimonial



READ
our blog



EXPERIENCE

WE HELP OUR CLIENTS TO:

- Implement new structures, people and processes and deliver process and technology change
- Turnaround services and organisations in difficulty
- Design and deliver quality improvement plans
- Improve outcomes while increasing efficiencies and reducing costs
- Assess and deliver on new commercial opportunities
- Redesign services to meet local needs
- Create financial rigour in distressed situations
- Transform new models of care
- Deliver change management and digital reform programmes
- Manage risk, governance and compliance

KEY BENEFITS OF INTERIM MANAGERS:

- Specialist expertise for supporting organisations requiring a turnaround
- Leadership for driving major business change and programme management
- Cost-effective solution for helping organisations navigate merger or acquisitions
- Programme management expertise for digital transformation initiatives
- Expertise in undertaking high-level assessment of strategies
- Fill an unforeseen gap in senior management on a temporary basis

SUPPORTING THE COVID-19 VACCINE PROGRAMME NATIONALLY



At a time when the UK and the world was frantically in search of a vaccine, a Director within NHS England engaged Practicus to support the COVID Supply Chain Response Team. She wanted to engage a small team of senior leaders with very specific skills around logistics and supply chain and she wanted to do it very quickly. At a time in 2020 when so much was unknown, the team that Practicus and this sponsor rapidly created, would go on to play an instrumental role in making sure the logistical operation and infrastructure sitting behind the national vaccination programme was as efficient as possible.

The complexity should not be underestimated. It involved third-party logistics structures and supplier relationships, engagement with the military and community pharmacy, set-up and run of major centres like NEC, regional centres like race-courses and local centres like GP surgeries. Not only was this team recruited and mobilised in record time, it was required to hit the ground running at break-neck speed to plan and implement the infrastructure, processes and equipment required for national vaccination.

The vaccination programme is ongoing.



LOCAL AUTHORITY

PROVISION OF MULTIPLE TEAMS
ACROSS DATA, COMMISSIONING
AND NCL CLUSTER - NHS
ISLINGTON



NATIONAL SOCIAL CARE CHARITY

PROVISION OF INTERIM SUPPORT
AND TURNAROUND OF SERVICES
AND FACILITIES ACROSS THE
ORGANISATION



GP FEDERATIONS

PROVISION OF INTERIM CHIEF
EXECUTIVE TO DELIVER
TRANSFORMATIONAL CHANGE



INDEPENDENT HEALTHCARE

PROVISION OF INTERIMS ACROSS
BUSINESS TRANSFORMATION,
IMPROVEMENT AND SUPPORT
OF PROJECT PORTFOLIO

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