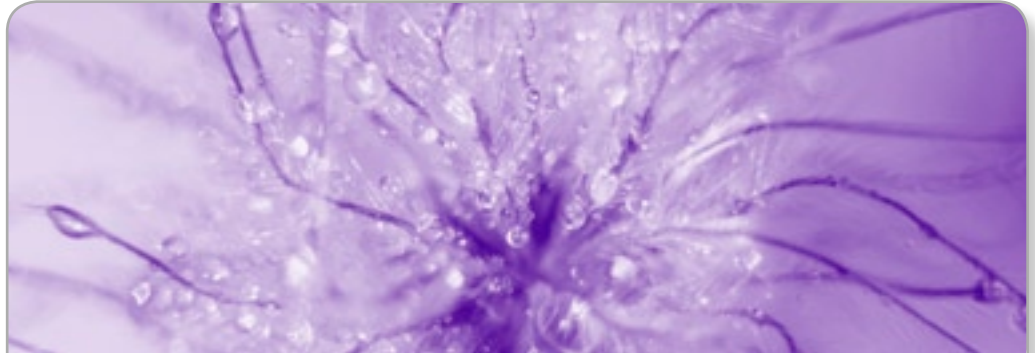


“A Rewarding Health Check”

C A S E S T U D Y 4

Involving staff of all levels in research projects can be both motivational for the employee and hugely rewarding for the business, especially when individual stakeholders have completely different preconceptions of the specific venture. The Halo Process and its 360° appraisal function enabled the health of PFI contracts in the hospitals built by The Rydon Group to improve thanks largely to the seamless integration of the Group.



Since 1978, Rydon has developed and cemented long lasting relationships with its customers, via a collaborative blend of respect, integrity and openness. A privately owned company with a £190m turnover, the construction, development, maintenance and investment group offers the highest professional standards, as well as an ability to work across various disciplines and functions with shared visions and objectives. Implementing the Halo Concept with such an institution, allows for a more comprehensive set of benefits and outcomes.

Typical of many organisations with various divisions and regional buildings, the efficiency and productivity of some of the contracts with hospitals using Government Public Funding Initiatives (PFI) differed enormously from one area to the next. Many were performing really well, both businesswise and functionally, others were more of a headache. Halo launched a thorough study, interviewing the likes of nurses and contract managers, in order to determine the group disparities, and present to Rydon a clear vision of ongoing requirements. After intensive research with all relevant personnel, core issues were diagnosed and concerns were segmented, to allow the company to analyse the internal structure and review specifically how it needed to be changed, so as to satisfy the needs of all those involved.

Whilst it will take time for changes to show, the ongoing restructuring and commitment to change has seen radical improvements in many areas of the business, thanks to the Halo Research. Moreover, any new PFI scheme embarked upon is done with a fresh outlook and a more confident perspective. The CEO concluded, “I cannot believe after twenty months, countless issues, consultants, workshops and brainstorming that we have finally solved this problem.”