



EADS | EMPLOYMENT AND
DISABILITY SERVICE



Changing lives
Creating futures





Lucie Dix

Disability Employment Advocate

18 months service

Julia Green

Team Leader

9 ½ years service

Glyn Mason

Employment Development Officer

17 ½ years service

Dan McCormack

Partnership & Provisions Manager

Working Links

2 ½ years in post

“It is not the strongest or the most intelligent who will survive, but those who can best manage change.” – Charles Darwin



EADS.....our history!

1982 - EADS was formed (3 staff)

1996 - North and South combined (8 staff)

2010 - Lost prime status (21 staff)

2012 - Became part of Olympus Care Services (25 staff)

2014 – Top 5 in jobs, progressions and sustains for Work Choice (29 staff)

“Adaptability is about the powerful difference between adapting to cope and adapting to win.” - Max McKeown



Olympus Care Services

We aspire to provide the best possible service to every individual we support and we strongly believe that it is our role to promote their independence and respect the decisions they make. Our aim is to do everything we can to make our customers' aspirations a reality.

All of our actions stem from our key values of:

- * Respect
- * Trustworthiness
- * Honesty
- * Teamwork
- * Efficiency
- * Compassion

Everything we do is based on these principles and our priority is always our customers and the quality of support that we provide.

"The price of doing the same old thing is far higher than the price of change." – Bill Clinton



OCS.....our history

- OCS has developed from being a division of NCC's adult social care directorate.
- Established in the context of a growing older population, immature provider market, increased self or co-funding and the development of personal budgets.
- OCS was established to:
 - Increase choice and better meet community needs through ability to trade
 - Give a stable and committed workforce a future
 - Achieve efficiencies through direct management of the total business
 - Increase the Council's profile and create an asset
 - Reduce the Council's exposure to change with the introduction of personal budgets

“Never believe that a few caring people can't change the world. For, indeed, that's all who ever have.” - Margaret Mead



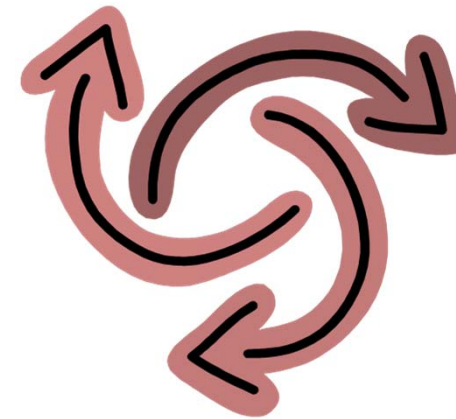
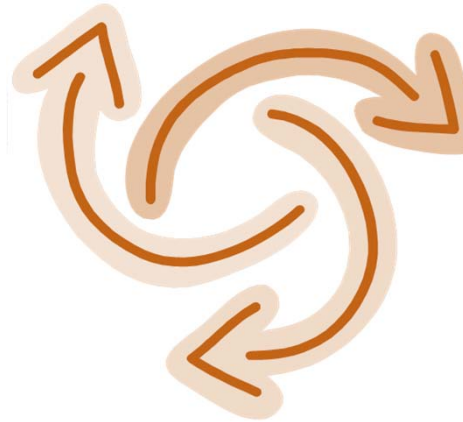
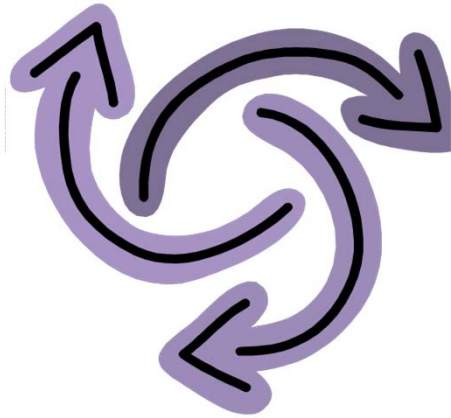
Achievements: benefits for team members

- Increased employee engagement and involvement
- Set high standards of performance and tackled poor performance
- Improved attendance at work
- Increased training opportunities
- Negotiated changes and amendments to Terms and Conditions for transferred staff
- Introduced new Terms and Conditions for new employees
- Improved recognition for success.

“Everyone thinks of changing the world, but no one thinks of changing himself.” - Leo Tolstoy



Time for Change!





Prime to Sub

Fears	Reality
“Will we lose control over the service we provide?”	NO
“Will our service operation be scrutinised and micro-managed?”	NO
“Will we lose our identity?”	NO
“Can we afford this?”	YES

“Learn to adjust yourself to the conditions you have to endure, but make a point of trying to alter or correct conditions so that they are most favourable to you.” -William Frederick Book



Leaving Northamptonshire County Council

Fears	Reality
“Will we still be able to go the extra mile for our customers?”	YES
“Will it affect our brand?”	NO
“Is the change going to cause confusion?”	NO
“Will this affect our funding and finances?”	NO

“A wise man adapts himself to circumstances, as water shapes itself to the vessel that contains it.”
-Chinese Proverb



Chinese Whispers....





Don't just take our word for it.....

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“Change is good. It's also often hard. But to succeed in business, you must run toward it.” – Anon.

Personalised support is still possible....



“The art of life is a constant readjustment to our surroundings.” -Kakuzo Okakura



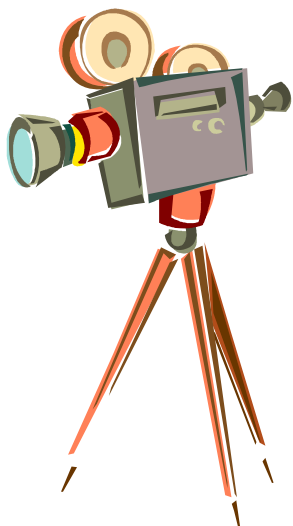
Finding my place in the EADS jigsaw.....



"You can't build an adaptable organization without adaptable people--and individuals change only when they have to, or when they want to." -Gary Hamel



What's next for EADS?



“People will try to tell you that all the great opportunities have been snapped up. In reality, the world changes every second, blowing new opportunities in all directions, including yours.”

-Ken Hakuta



“Each of us has the opportunity to change and grow until our very last breath. Happy creating.” -M.F. Ryan

Please take an information pack when you leave and we will look forward to seeing you at our exhibition stand.

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