Do
OD

Organisational
Development

Putting Theory into Practice

INTRODUCING THE DO OD APP

Do OD has launched an app for OD practitioners which puts a range of OD resources at your fingertips. At the heart of the app sits a brand new OD Culture Change Tool, developed by the NHS OD Community.

The Culture Change tool is designed to stimulate conversations with people in and outside your organisation on how you might individually and collectively take action on culture change, wherever you are on your journey.

With the help of ten NHS trusts we explored OD theory and practice and how it might be used to enable culture change. We used this learning to create a tool that prompts thinking and action by asking questions. It also provides support and advice on culture change though pointers and practice. We've built a collection of online resources that focus on the theory of culture change, as well as OD techniques you can use. All tried, tested and recommended by our NHS OD community.

The Culture Change tool starts with asking you to choose one of four options to explore: you, your team, your organisation, your partners and stakeholders. There's no right or wrong place to start. Just dive in!
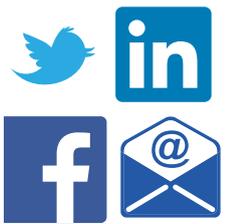
Within each option are six themed sections to work through. Each section poses six questions for you to respond to. You respond to each question by using the ticks at the bottom of the screen.

At the end of each section you will be shown a picture that illustrates your progress in that section. You can come back at a later date and see how things have moved on since you first used the tool.

The app features a sharing function so that you can tweet, post, email and share the thoughts and insights that the tool has sparked. It's a great way to start and join conversations with the wider OD community on culture change.

Download the app for free from iTunes and Google Play. You'll find the download links at **www.nhsemployers.org/DoODapp** or search in the stores. We'd love to hear your thoughts on the app. Email us at **do.od@nhsemployers.org** or tweet us **@NHSE_DoOD**