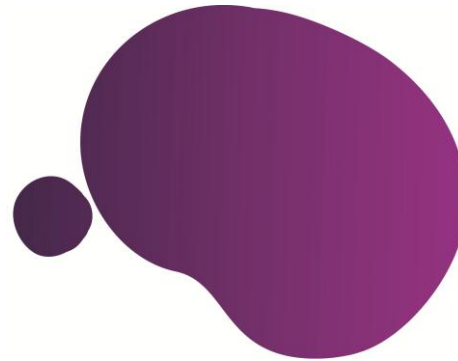


Developing the OD Workforce: A Safe Place to Stay Sharp



Premiered at the OD in The
NHS II Conference, 7 July 2014

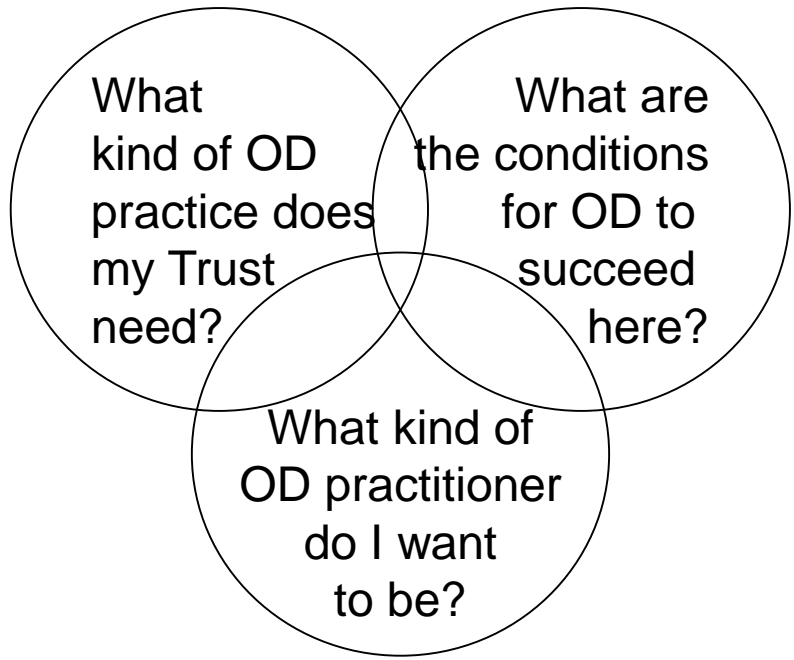


NHS OD Practitioners benefit from...



a safe space to stay sharp

providing them with containment and challenge in order to reflect on:



What
kind of OD
practice does
my Trust
need?

- What is the strategy OD supports, in its simplest terms?
- How does the ambition of OD align with the purpose of the organisation?
- What is the brand of the OD that plays well in this system?
- What are the organising principles OD needs to follow?

What are
the conditions
for OD to
succeed
here?

- How can a whole system mindset be nurtured?
- How can we help to simplify and ground the strategy?
- What is the relationship between HR and OD?
- Who owns leadership of the whole system?
- What are the anchors for our OD practice?

What kind of
OD practitioner
do I want
to be?

- Which career pathway did I take into OD?
- How can access my capability?
- What do I stand for?
- What self as instrument do I bring?
- How can I become more courageous?

A Safe Space to Stay Sharp: Characteristics from group experience

- Create the space to reflect together in safety
- Consider the make up of a group (good difference)
- Ask questions
- Listen actively
- Keep an open mind
- Use the OD models that best make sense to you
- Be willing to go with the flow
- Stay connected with a wider group - ‘waist deep’ in the wider system
- Respond to external needs
 - Step into the unknown
 - Hold uncertainty
 - Stay playful

Celebrate your safe space to stay sharp

