

Organisational Development

Putting Theory into Practice



Is System Leadership the Only Game in Town?

Amanda Grindall poses some questions around system leadership (buzz)...

Over the last few weeks I have been noticing an occasional quiet buzz growing to a noisy crescendo in relation to system leadership. Is the 'system' readying itself to swarm?

We know that, for a variety of reasons, our NHS system is struggling under weight of demand, financial pressures etc.

I share with you here snippets of conversations I have had with both provider and commissioner leaders.

- If you do only one thing in 2014/15 let it be investing in resources to support our leadership of system transformation
- How might you help us join hands in a "leap of faith" to radically change how we jointly design, commission and deliver services around the needs of patients not organisations
- The time for action is now - we don't have the luxury of another year to get this right

If this is the case how might we respond? What and where are the skills and experience we as OD professionals can draw on to support them?

Can we demonstrate our own leadership transition to start operating as SD professionals?

Listen. Can you hear the buzz too?

Amanda Grindall aka Mrs Bee-keeper (retired)

Note: Before bees swarm, in response to the need to find a new environment for survival, they gorge themselves on honey to sustain themselves for a potentially turbulent journey. Bees remind us of the need to boost our own resilience in times of change

You can contact Amanda on Twitter via [@AmandaGrindall](#).

