Navigating your OD Career

Paul Taylor-Pitt

@NHSE_PaulT

#ODintheNHS
Why a session on this?
Jackie Mann
A new image of the career ladder?
Who have I been?

Who am I now?

Who do I want to be?
• Where am I?
• How did I get here?
• What was that journey like?
Five questions that change everything
– John Scherer

1. What confronts me?
   - what tigers do I need to face?

2. What am I bringing?
   - what’s my history with this situation?

3. What runs me?
   - what’s happening automatically, under the radar?

4. What calls me?
   - what’s the difference I want to make here?

5. What will unleash me?
   - how will I get out of my own way?
### Organisational Development Specialist
**Human Resources**
Northampton General Hospital NHS Trust, Northampton
This is an innovative role established to provide senior level OD support to the Northamptonshire Sustainability and Transformation Partnership (STP). The post holder will work across health and social care systems to design and deliver organisational development interventions that embed strategic ...

**Salary:** £49,242 to £59,964 pa
**Posted:** 25/01/2019
**Job Type:** Permanent
**Closing Date:** 21/02/2019
**Staff Group:** Administrative & Clerical
**Job Ref:** 265-590-18

### Leadership and Organisational Development Advisor
**Administration**
Lancashire Teaching Hospitals NHS Trust, Education Centre 1, Royal Preston Hospital, Preston
We are looking for an engaging, forward thinking and highly motivated individual who is experienced in leadership and organisational development. This post will play a pivotal role in helping the Organisational Development Team move forward and support them in delivering their wide ranging and for ...

**Salary:** £28,050 to £36,644 per annum
**Closing Date:** 20/02/2019
**Staff Group:** Administrative & Clerical
**Job Ref:** 438-RC1933

### Deputy Director of Workforce and Organisational Development
**Human Resources**
Devon Partnership NHS Trust, Exeter
DEPUTY DIRECTOR OF WORKFORCE AND ORGANISATIONAL DEVELOPMENT Salary range: Band 8d £70,206 to £85,333 depending on experience. Are you looking for your next challenge or career step? If so, we have a fantastic opportunity for an exceptional individual to make Devon Partnership Trust a great place to ...

**Salary:** £70,206 to £85,333 per annum pro rata
**Posted:** 13/02/2019
**Job Type:** Permanent
**Closing Date:** 26/02/2019
**Staff Group:** Administrative & Clerical
**Job Ref:** 369-A-19-43228

### Deputy Lead - Organisational Development
**Administration**
Buckinghamshire Healthcare NHS Trust, Amersham Hospital, Stoke Mandeville Hospital, Wycombe Hospital, Amersham with travel to all trust sites
An opportunity has arisen for an outstanding Organisational Development (OD) professional to join the Leadership & Organisational Development Team at Buckinghamshire Healthcare NHS Trust. The post is due to commence from April 2019 This is an exciting time to be joining Buckinghamshire Healthcare ...

**Salary:** £32,332 - £43,041 pa pro rata
**Closing Date:** 24/02/2019
**Posted:** 01/02/2019
**Staff Group:** Administrative & Clerical
**Job Ref:** 434-C/18/16816

### Head of Education, Learning & Organisational Development
**Administration**
Northumbria Healthcare NHS Foundation Trust, North Tyneside General Hospital, North Shields
Northumbria Healthcare NHS Foundation Trust provides a range of health and care services to support more than 500,000 people living in Northumberland and North Tyneside. Our teams deliver care from hospitals, in a range of community venues and in people’s own homes. We are rated “Outstanding” ...

**Salary:** £70,206 - £85,333 per annum
**Closing Date:** 22/02/2019
**Posted:** 07/02/2019
**Job Type:** Permanent
**Staff Group:** Administrative & Clerical
**Job Ref:** 319-1838282LG

---

#ODintheNHS

Who do I want to be?
Who do I want to be?

- What’s my next step?
- How will I get there?
- What help will I need?
Same context
New role

Internal promotion
Create opportunity
More responsibility
Leadership step
Clinical role
OD adjacent

External promotion
Bigger organisation
Smaller organisation
Broader responsibility
More seniority
Combined role

New context
New role

Old challenges new ways
Change around you
Deeper focus
Reinvention
Courageous choices

Maintain grade
New context
From good to tough
From good to great
Geographical shift

New context
Same role
Internal promotion
- Create opportunity
- More responsibility
- Leadership step
- Clinical role
- OD adjacent

External promotion
- Bigger organisation
- Smaller organisation
- Broader responsibility
- More seniority
- Combined role

Same context
- New role

Old challenges new ways
- Change around you
- Deeper focus
- Reinvention
- Courageous choices

Maintain grade
- New context
- From good to tough
- From good to great
- Geographical shift

New context
- New role

Broadening
- Deepening
- Re-beginning
- Em-biggening

Same context
- Same role

#ODintheNHS
What help do I need....

From myself

From others (who?)

From OD

#ODintheNHS
Do OD Capability Model

Clarity
Coherence
Impact

Purpose

Confidence
Competence
Identity

Practice

Instrumentality
Values
Passion

Presence

Power
Profile
Positioning

#ODintheNHS
THANK YOU

SIGN UP FOR OD ESSENTIALS AT TINYURL.COM/ODESSENTIALS1

#ODintheNHS