What will you take away from this session (breakout 1)?

- Movement to improvement - a great strap line to use for all to use and gain greater engagement & commitments, including patients and service users
- How we get everyone to own the people plan it’s not just HR and OD
- OD community approach to deliver the People Plan
- Influence Model
- Define culture is important
- Some very helpful discussions and ideas
- Fatten the pig rather than just measure it
- That there is a need to have a cross-fertilization of ideas and that the table I worked on really had practical examples of grass root cultural changes
- The presentation was great and very helpful, but longer was needed to develop the conversations on the tables to really come out with any useful output.
What will you take away from this session (breakout 1)?

The People Plan is not the responsibility of HR or OD. Everyone is needed to be involved to help build it and it needs to be over several years not done in one year. Also can staff survey be changed not just using same questions to measure new things.

- We are he nhs... get people talking about that, the values, the passion. Why we are all there. Thank you!

- This needs to feel different and how can we (OD) make it happen? Not the usual action plan/tick the box but miss the point.

- This session has got me thinking about building OD Champions in my organisation to help them understand their role in culture change and their power.

- Great to see that we are approaching this differently - thank you.

- Positive to see the potential for a more culture based people plan and a real focus on the need for campaign based change.

- Great session - loved the example of your daughters bedroom to example culture change.

- That organisations seem to take a whole scale approach to culture change which is time consuming rather than focusing on “hot spot” teams, rolling out the programme in stages & influencing later teams through the success of the “trailblazers”.

- realising potential model
What will you take away from this session (breakout 1)?

Grass roots movement is great, think about what it may mean for their managers?

For the love of God, stop weighing the pig and start focusing on what you feed it!

The 'inverted' hierarchy model—need to move away from leaders being at the top. Leaders are there to support the workforce—love it!

The build the barn approach to the implementation of the People Plan and the value of modelling so supporting those at the top to do it well rather than just expecting them to be doing it.

Culture change take time, involves active listening conversations, collective responsibility, co-creation and authentic leadership support.

Surprised still by some of the language used that reflect doing to rather than collaboration still (I’m not an official OD practitioner). Made the people plan accessible and clear and inspiring.
What will you take away from this session (breakout 2)?

- Ideas to making culture change at scale
- The need for engagement to make the plan real and relevant for the organisation.
- Inspiration
- How do you measure the culture of a place?
- Passion ignited for sure! Also that we should draw on social movement theory and really REALLY asking and understanding people's intolerable conditions and the what's in it for me
- How important the OD community will be in the success of the delivery people plan
- Passion, enthusiasm and a clearer understanding of how the People Plan can be embedded and how its being presented. Whilst acknowledging the importance of the role of OD in that.
- Unleashing the potential not being realised through making it easier for our people to be brilliant
- Appreciated the overview of the plan and the visuals. Thinking about how I can translate/ frame in my reality/ context
What will you take away from this session (breakout 2)?

The people plan explained in a few simple points. It makes sense and feels doable.

I will share this with my OD colleagues so that we all have a greater understanding and will help us to prepare as one team.

Help us position Culture within and not separate from strategy, i.e. Culture is central to people plan not a workstream within it.