Well OD’d Organisations
A journey starting where you are

Abi Blake
Associate Director of OD, Mid and South Essex University Hospitals Group
Dan Pearce
Head of OD, South Warwickshire NHS FT
Paula Ward
OD Director, Sheffield Teaching Hospitals NHS FT

#ODintheNHS
What is a Well OD’d Organisation?

How can we make stronger connections with our executive teams and help them understand what good organisation development (OD) is and the value it can add in organisations?

To do this, we need to strengthen our knowledge of what matters to senior leaders and be able to articulate our offer in language that speaks to them.

During this one day event we will explore stories, OD models and practical case studies to create a framework of what it means to be a well OD’d organisation. We will also look at how we enable staff to transform their systems by using collective knowledge.
Who’s in the room?
Why are you here?
The Purpose of OD for us is to make the organisation thrive, looking 5-10 years into the future.

Does the approach fit our context, is it easily explainable and is it owned by everyone. People need to be able to see it in action.

OD helps us find a language for the things we are trying to reimagine.

OD is part of my role as CEO. I see it as strategic and an underpinning pillar of how we craft and become a high performing organisation.

I can make things easier for you.

Find the thing that’s keeping the CEO awake at the moment, the stuff that’s genuinely worrying them, and talk about what OD can bring to that

Every exec team has a bunch of issues they are dealing with. Bringing in decent OD thinking and practice helps us to reframe the issues and that is a huge relief

As a CEO I need good OD. I need to know what I’m trying to change and how we will collectively create an outstanding organisation

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Ways of working

Experimentation
Equality
Enabling
Enquiry
A visit to Anywhere
# A Well OD’d Framework

<table>
<thead>
<tr>
<th>Is there the OD capacity and capability to deliver the requirements of the organisation?</th>
<th>Is OD activity linked to a clear vision and credible strategy to deliver the priorities and goals of the organisation?</th>
<th>Is there a culture of development in the organisation?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Are the responsibilities, priorities, roles and expectations of the OD function clearly articulated and agreed?</td>
<td><strong>The Well OD’d Organisation</strong></td>
<td>Are there clear and effective processes for the activation, deployment and review of OD activity?</td>
</tr>
<tr>
<td>Is there an agreed set of metrics, information, data and analytics for OD activity and who is it shared with?</td>
<td>Are the clients of OD defined, engaged and collaborative in the activity of the function?</td>
<td>Are there processes in place to maximise capacity and ability of OD function to learn, improve and innovate?</td>
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</table>
An emerging resource?

Sign up to be involved in testing and shaping the next steps

#NHSDoOD
Checking out " "