OD in the NHS VII: People Power!

Expanding our courage to act

9.00 Arrivals, refreshments and exhibition

10.00 Welcome to the day
Karen Dumain and Paul Taylor-Pitt, Do OD

10.15 Expanding our courage to act
This whole group intervention focuses on the ambitions of OD practitioners to be more strategic, central to delivery and impactful. The NHS People Plan has significant opportunities for us to step into those spaces, but to do so may mean expanding our courage to act. We'll use both an appreciative and critical lens to share our stories of moments when we were asked to demonstrate courage and what happened when we did…or didn’t.

11.15 Break and exhibition

11.35 First round of workshops. Choose one of four:

<table>
<thead>
<tr>
<th>Power and Impact</th>
<th>The well OD’d organisation</th>
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<td>Our OD community has been working with us to build a set of resources on power and impact on the theme of having everyday conversations about power. This session will share the work so far, inviting us to explore what we always, never and could talk about in our conversations on power.</td>
<td>How do we assure our boards and organisations that they are being well developed? In this session we’ll use a case study approach to explore how we can narrow the gap between OD and senior leaders. Bringing CEO voices into the room, we will share the beginnings of a framework to help us critique our OD practice.</td>
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Host: Ola Odumosu
Consultant working with Do OD

Host: Paula Ward
Sheffield Teaching Hospitals

EVENT CONTACT DETAILS: do.od@nhsemployers.org
There is a shared ambition to implement the People Plan in a way that reflects its content, and to practice what we preach. We also know that this is as least as much about behaviour change as it is about technical changes. This is a huge opportunity for the OD community to play a shaping role and to help deliver the People Plan in a way that staff welcome, opt in to and play a leadership role.

Is doing OD in systems different to single organisations? That’s the question at the core of this session, featuring a panel discussion from three different types of system. Each will share their stories and lessons learned, inviting participants to consider how they might – or not – choose to work differently.

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<th>Lessons learned in systems OD</th>
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Host: John Drew
NHS England & Improvement

Host: Kelly Angus
Northumberland County Council

12.35 Lunch and exhibition

13.20 Second round of workshops. Choose one from the description above.

14.20 Break and exhibition

14.45 Owning our brilliance: Intervening courageously with impact
Keynote speaker: Dr Mee Yan Cheung Judge, Quality & Equality.
Back by popular demand, Mee Yan will bring our conference to a rousing finish with a keynote talk exploring themes of courage, impact and power. With her extensive OD knowledge and expertise, Mee Yan will discuss ways we can more comfortably own our brilliance and manage the barriers we put up for ourselves that may stop us acting courageously.

15.50 Next steps for our work as an OD Community
Karen Dumain and Paul Taylor-Pitt, Do OD

16.00 Join us for tea and cake to celebrate Do OD’s 7th birthday

17.00 Close

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