

OD in Action

Delivering culture change in the NHS



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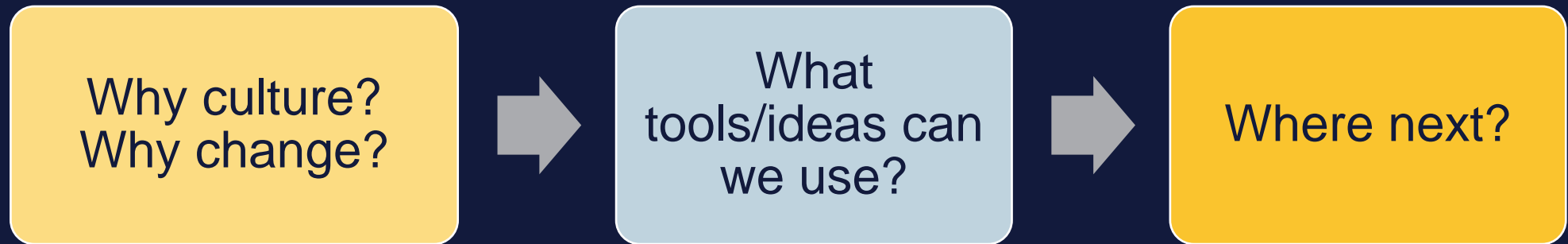
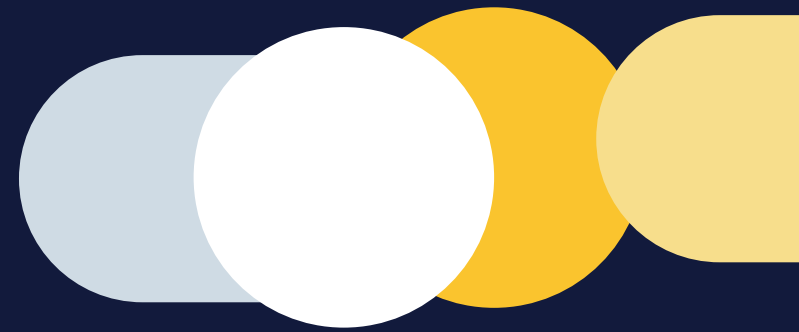
Leadership Academy

North West



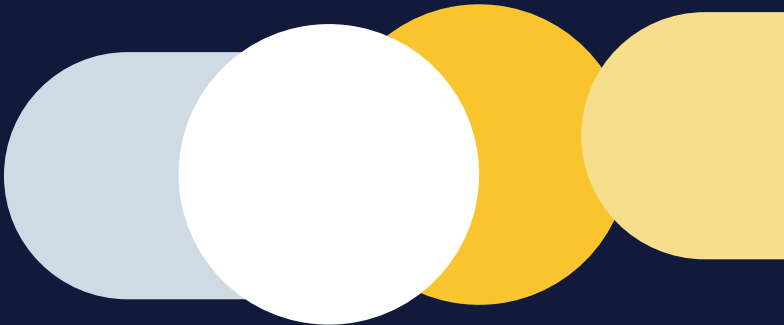
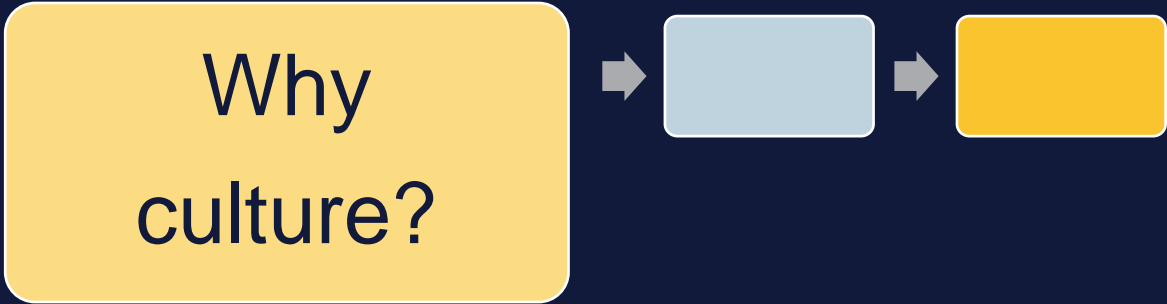
21st November 2024

Session outline



Why culture?
Why change?



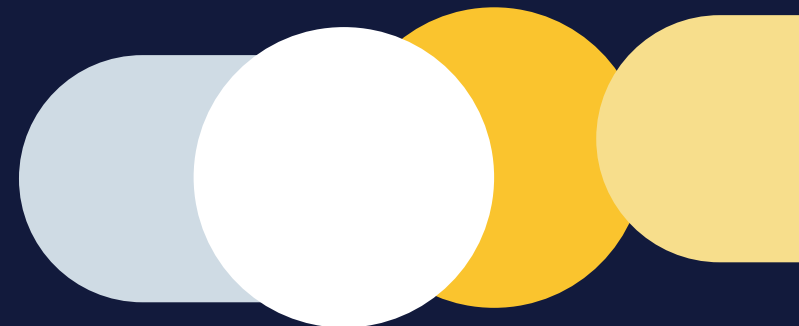


The business case



The ethical case

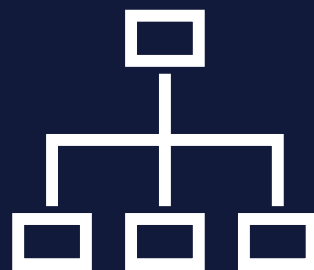
Why
change?



What are you
trying to change?
How will you know
you've succeeded?



Measurement



What level?



Who's responsible?

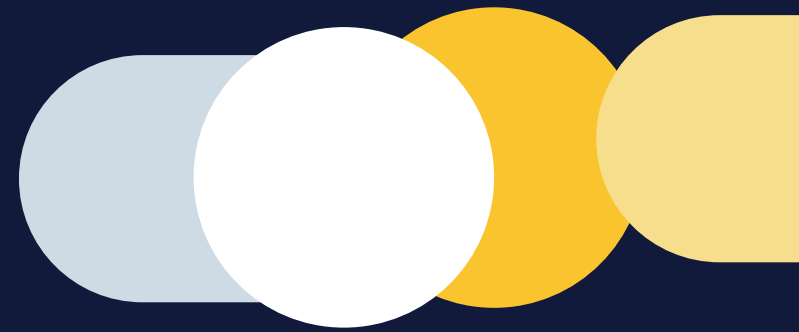
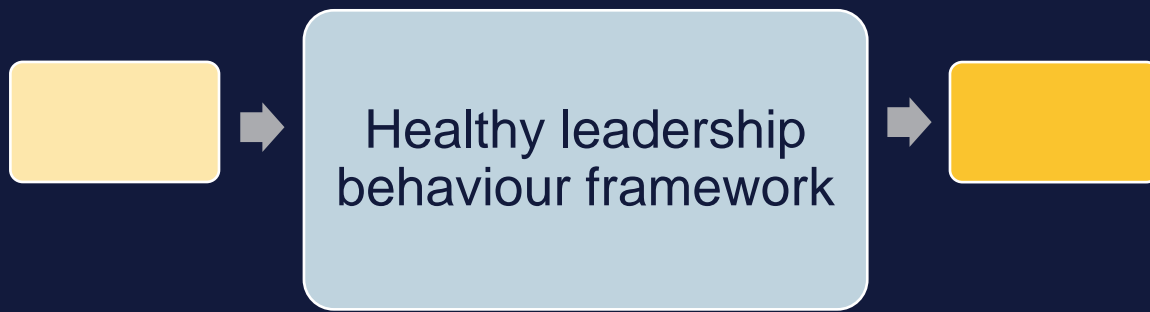


Language

What tools/ideas
can we use?

- Healthy leadership behaviour framework
- Framework for behavioural change





“The Healthy Leadership behaviours framework offers us great insight into how a leader keeps themselves well and passes that wellbeing onto their teams.” **Adam J. Turner,**
Improving Health and Wellbeing Lead, NHS England and NHS Improvement



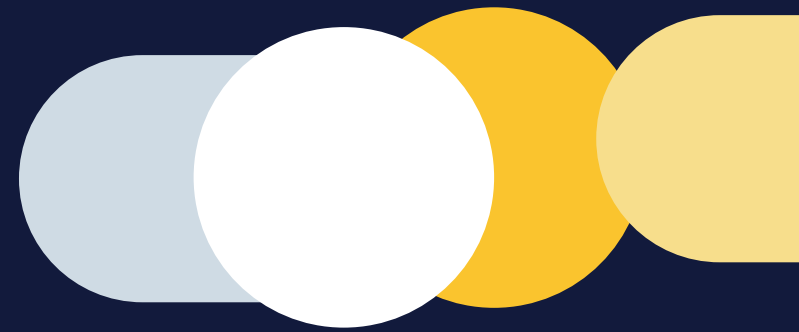
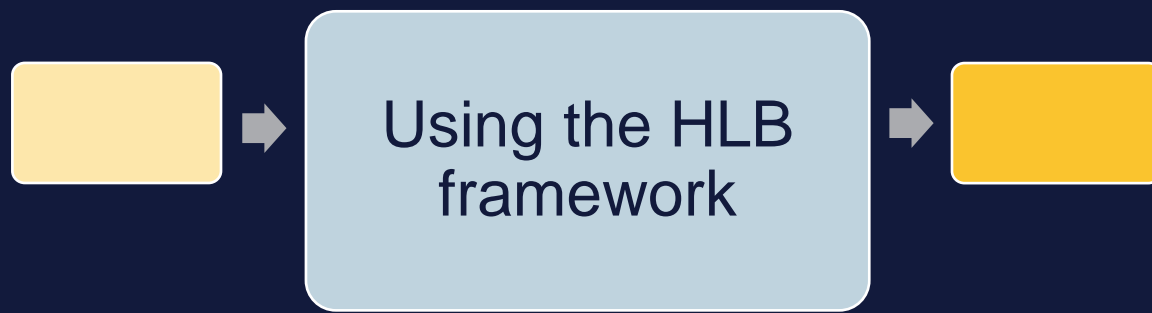
How I am (being) – Actively engage with opportunities to understand and enhance positive mental and physical health for self and others, sharing own experience, being authentic. 13 positive behaviours and 9 negative behaviours.



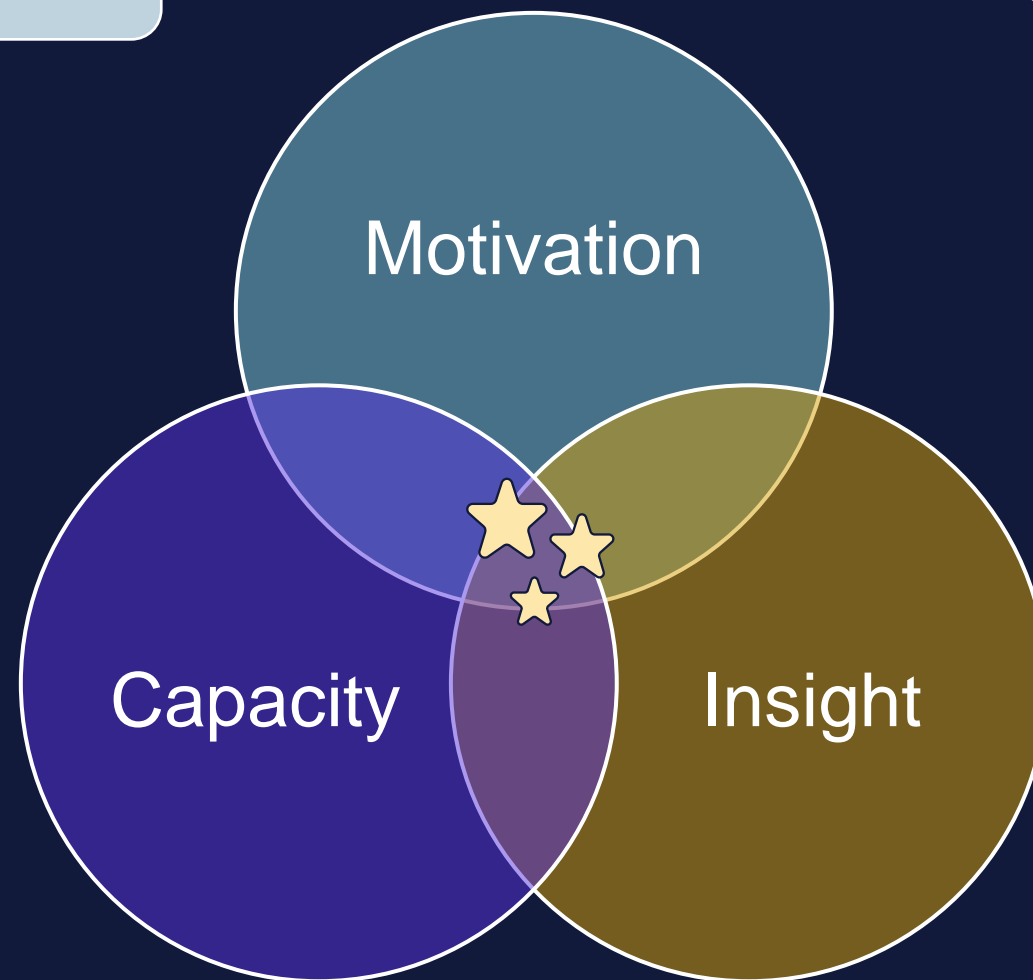
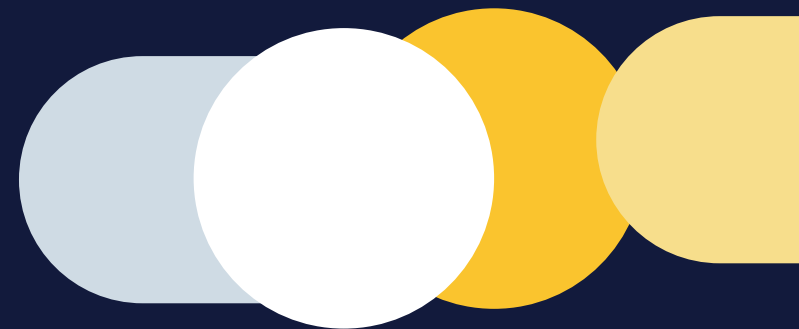
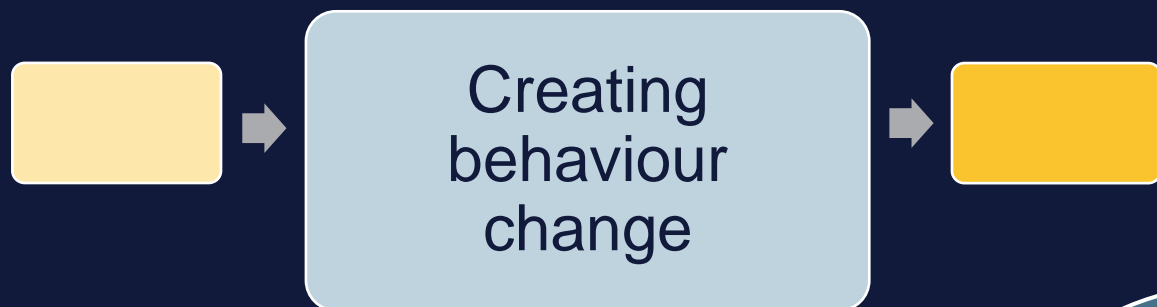
What I do (doing) – Actively support and empower others to manage work and how it’s done. 15 positive behaviours and 9 negative behaviours.



What we do together (enabling) – Actively empower an inclusive healthy wellness culture that mutually enables us all to bring our whole selves to work. 18 positive behaviours and 6 negative behaviours.

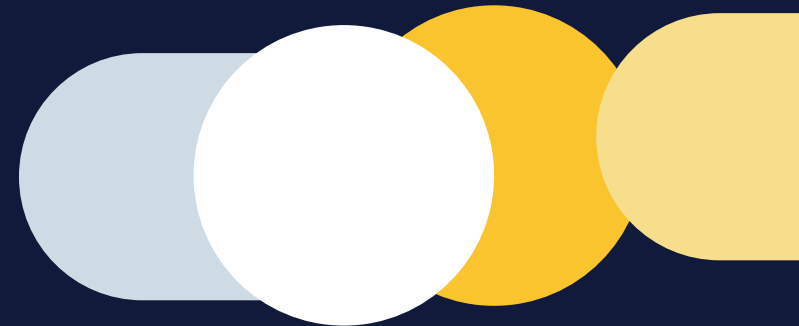
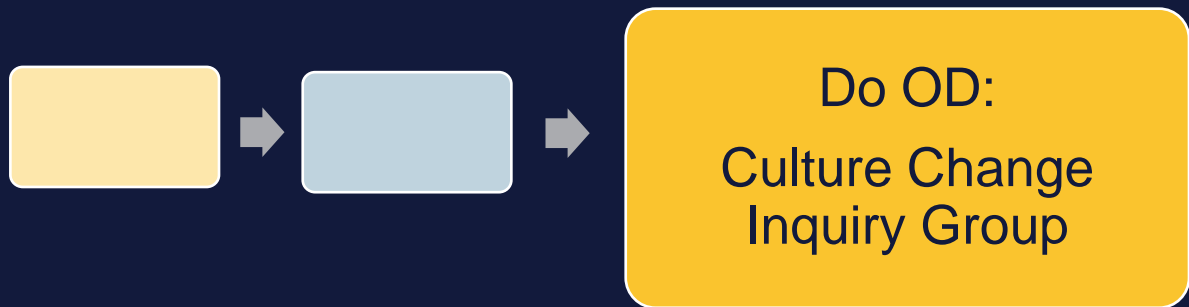


- Organisations and boards to take a strategic approach to health and wellbeing
- Self-leadership
- HWB conversations
- Inform training and development interventions
- Recruitment selection and assessment interventions
- Team development work
- Performance management systems e.g. PDR / 360
- Use in conjunction with other tools e.g. NHSEI HWB framework

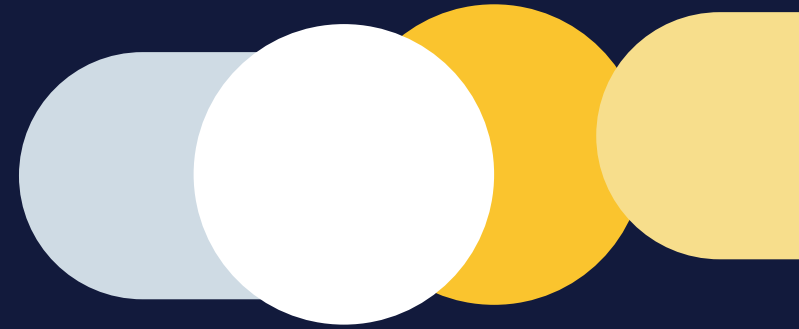
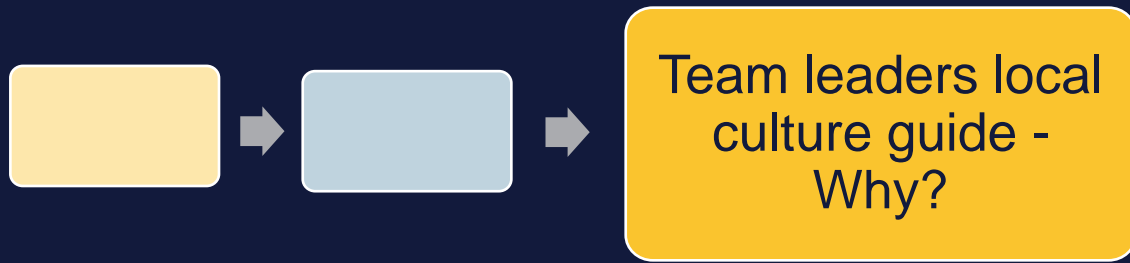


Where next?





*slides to be shared based on the notion that the concepts are iterative and will evolve through testing stages



An ask from the Do OD community to develop a simple resource to help frontline managers and their teams engage with and embed the principles of good culture.



Reflective of the understanding that some of the most important factors in culture are leaders and the people you work with day-to-day.



Curating and building on existing tools, consolidating and spreading good practice. To support teams collectively through a journey to develop and enhance their team culture.



Some key components: co-designed with people who will use it; practical, accessible and easy to use; versatile – can be used in all sectors.



What: culture journey

Understanding
our culture
(Data Insights)

- Personalised journey at the heart.
- Start by exploring what good culture means to you as a team.
- Guided through a series of sections to help explore and improve your team culture.

Reviewing
success



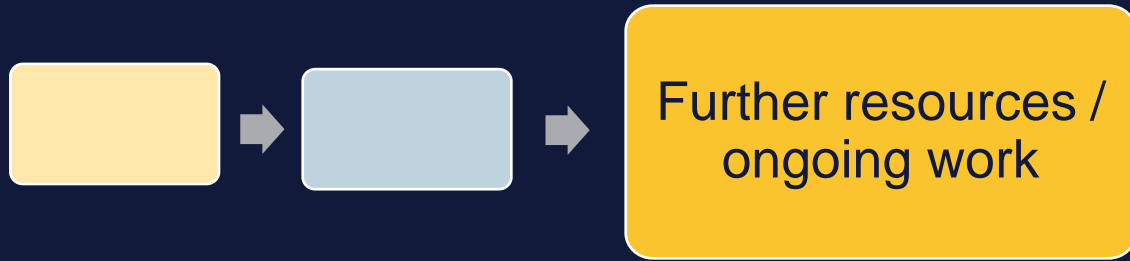
**What are your thoughts about
the concept of a team leader
culture tool?**

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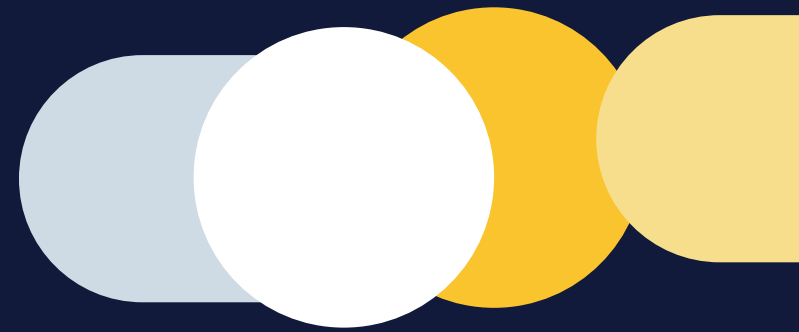


What topics should the tool cover? What tools would be useful within those topics?

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- Do OD culture change provocations: <https://www.nhsemployers.org/publications/od-practitioner-and-culture-change>
- Do OD culture change webinar: <https://www.nhsemployers.org/events/culture-change-showcase-session-od-practitioners>
- Connect with the work via the [NHS NWLA website](#) where you will find useful resources:
 - [final report](#) outlining the research undertaken
 - practical ways the Healthy Leadership Framework can be embedded
 - [one-page summary](#) of the Framework
- To be part of this work, and test out the resource developed, please email: Do.OD@nhsemployers.org
- NHSE culture and leadership programme: <https://www.england.nhs.uk/culture/culture-leadership-programme/>



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Test survey

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