

NHS Employers

OD in the NHS 2025: elevating our everyday practice

Tools, models & ideas swap shop

Open Space Technology



Belonging & feeling togetherness
Simple yet effective & great when working with new teams



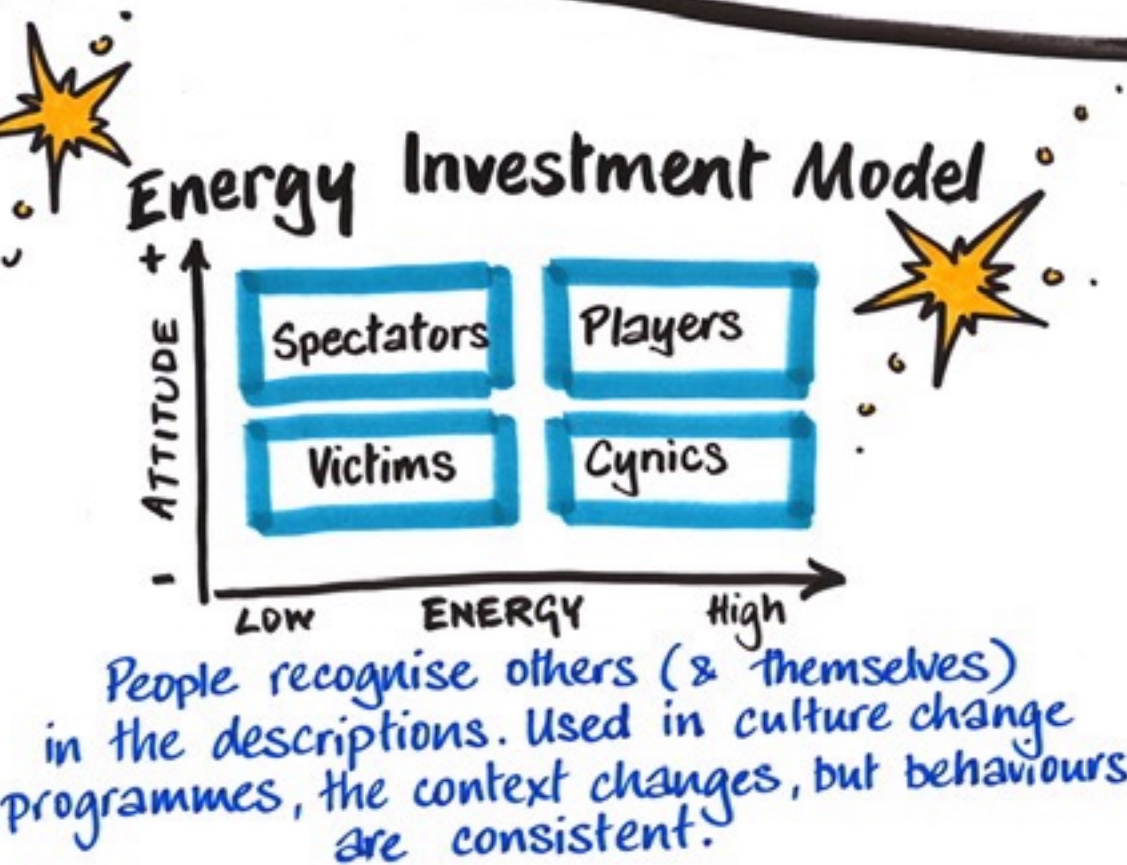
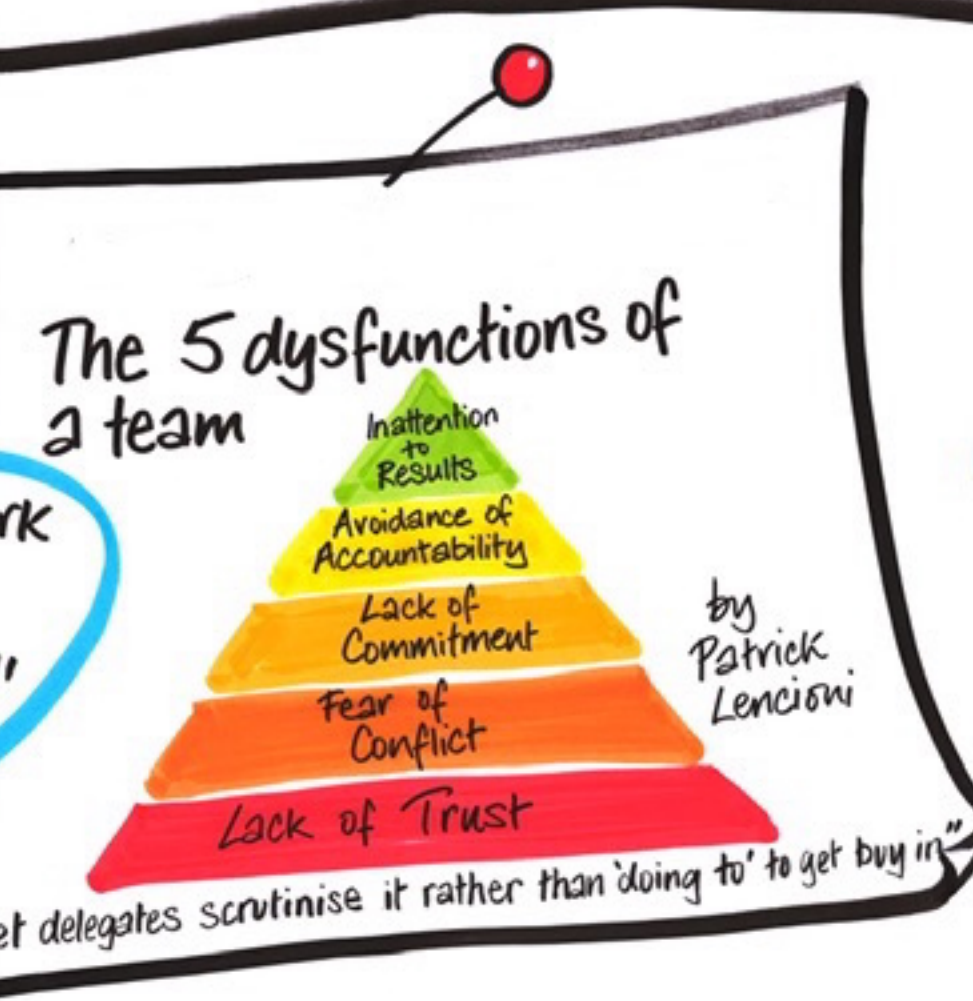
"I use these when designing services, facilitating change & for cross organisation working."

FEEDBACK AID MODEL

A- ACTION
I- IMPACT
D- DESIRED BEHAVIOUR

Simple + Memorable
Supporting Managers in having difficult conversations

"A great framework to leadership development programmes"



SCQA and review

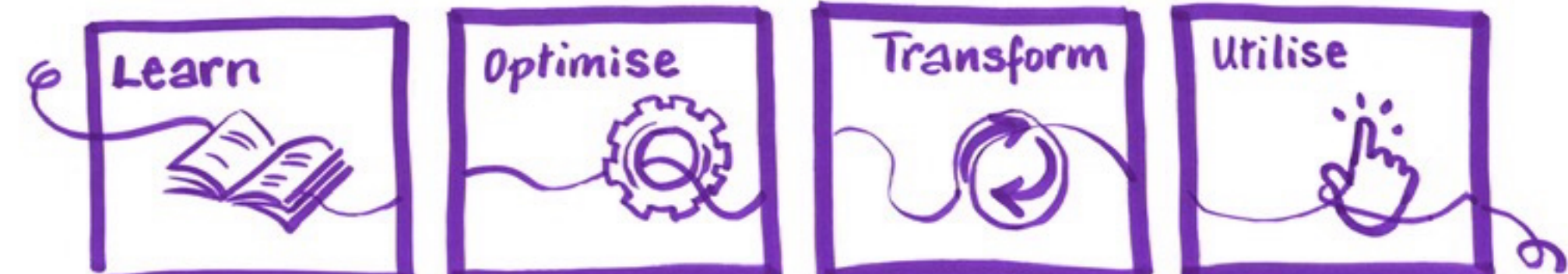


Helpful when working with teams who are finding a problem challenging to navigate...

I think good stakeholder engagement & management is a key foundation to help gain the most impact from tools & models.



the L.O.T.U.S. Compassionate Leadership



A great balance of theory & practical use... Useful in multiple ways, including a different approach to performance management



Supports & improves staff wellbeing, empowering them. Scalable to enhance organisational culture



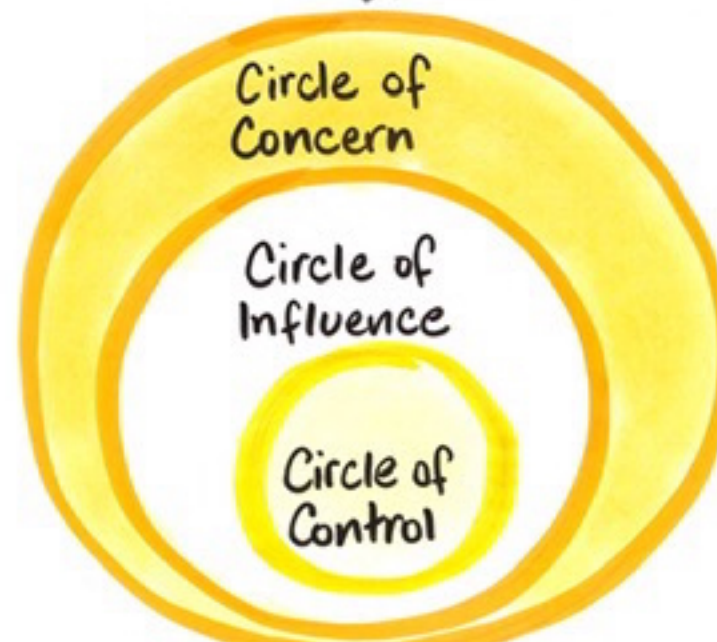
It's a great emerging Situational Leadership Tool. Promotes Leadership Thinking @ all levels!

Support vs Challenge Matrix by Ian Day & John Blakey

Cosy	High Performance Culture
Apathy	Stress

Allows team to self assess their culture & make changes to rebalance & change mindset

Steven Covey's CIRCLES OF INFLUENCE & CONCERN



Simple but Powerful
Helps people move from a reactive to a proactive mindset

WAYFINDING LEADERSHIP - Inspiration from traditional navigation practices from Maori & Polynesian cultures

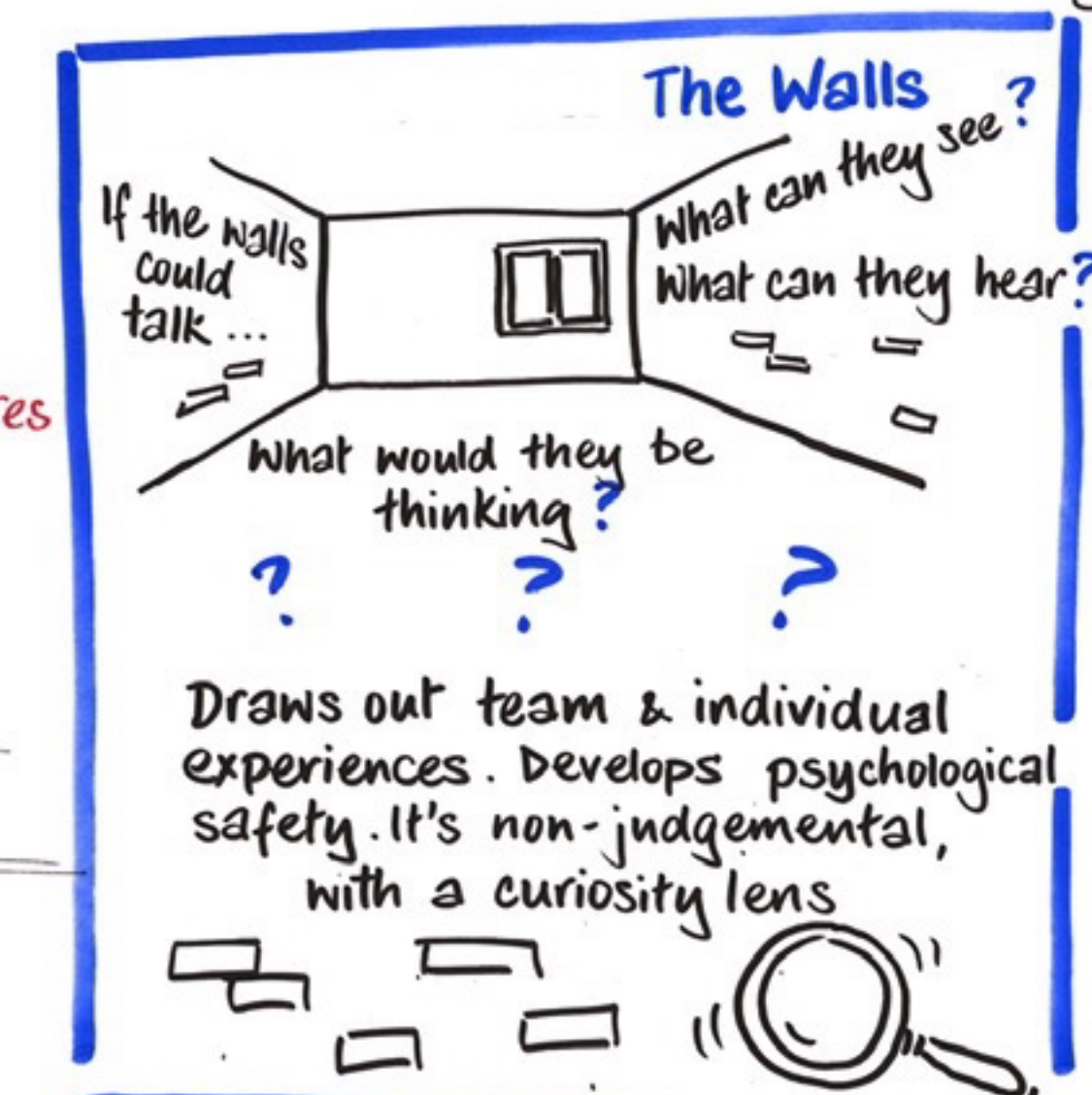


It's about embracing the unknown...



Encourages people to think from different perspectives, for teams who have conflict around the way they think

TED TOOL - user friendly • leadership team development • sustained approach • shift dependency from OD •



Team Creator/Development model
1. Identify
2. Values & behaviours
3. Systems & processes
4. Performance
5. Sustainability
This is simple & works on teams of any size!

15% solutions

"This asks people to think about what their contribution to fixing/improving something is... What is the smallest thing they can do to make an IMPACT!"
"It helps people to step away from the big issue & breaks it down."

Kurt Lewin's 3-step Change Management Model



Used to facilitate organisational & individual change.
Simplicity - easy to understand
Practicality - logical steps
Based on Human Psychology
Creates sustainable change
Puts people first
works across multiple teams, organisations & industries

