

# iDoOD bulletin

## January 2016

Welcome to our monthly iDoOD bulletin from NHS Employers and the NHS Leadership Academy. Find out what's been happening and what's coming up!

### Welcome to 2016

Happy new year! Welcome to the first of our 2016 Do OD bulletins. We hope you had a wonderful festive season and that January has been a good month. Our December bulletin came in the form of [12 gifts](#) which we hope you enjoyed. That means we have lots of news for you this month so make yourselves comfortable and enjoy the read.

### Can you hear tomorrow coming?

Our very own Karen Dumain has written a beautiful [blog](#) remembering David Bowie and how he inspired her. Karen reflects on the need for OD practitioners to be authentic and have presence to do the work we do. Karen's word for 2016 is 'stretch' which she uses as a lens to support her intentions. We think it's a great idea and would encourage you to read the blog and think about your intentions for the year. Tweet us [@NHSE DoOD](#) and we'll build a picture of all your wonderful words for the year ahead.

### Do OD Superstar(s) of the month(s)

In December we shone a light on [Sarah Ball](#), Head of OD & HR at Norfolk and Suffolk NHS Foundation Trust who advises budding practitioners to take every opportunity that comes their way.

January's superstar is [Agi Kertynska](#) from Camden & Islington Foundation Trust. Agi reveals who inspired her OD journey and talks proudly about their collaborative OD strategy.

Who's your OD superstar? [Email](#) us!

### Systems Thinking: Save the date!

We're delighted to get 2016 off to a great start by announcing our first national Do OD event of the year. On Wednesday 23 March we'll be hosting a conference in Manchester focused on Systems Thinking where we will bring together OD theory and current practice using a Systems Theory lens. We'll look at practical examples of systems theory in action as well as hearing inspiring words from a wonderful speaker who shall shortly be revealed. Bookings for this event go live on Tuesday 2 February via our [website](#) and we have 60 free places available for our NHS OD Community. We hope to see you there!

### Leadership Academy update

We've launched a brand new mentoring programme specifically targeting people going on long leave like maternity, paternity, adoption, carers and fostering. Transitioning back from a break can be difficult, so to make the process easier we've launched the [Return to Work Mentoring programme](#).

You can sign up as a mentor, where you'll receive bespoke training on this kind of mentoring or you can sign up as a mentee. For more details, visit our website.

We're also accepting applications for some of our core programmes like [Mary Seacole](#), [Elizabeth Garrett Anderson](#) and [Nye Bevan](#). Our leadership programmes are for everyone, at every level within the NHS. Our foundation course Jenner is absolutely free – more reasons to give it a try! So if you know someone who could benefit, please [talk to us today](#) or [visit our website](#).



## Treasure the Measures: Evaluating OD

In December we ran a national Do OD event focused on evaluating OD. Treasure the Measures was a fun and informative day. We had a room full of energetic people who threw themselves into the topic, using a variety of tools and methods to help evaluate their practice. Evaluations of the day itself were very interesting. 96 per cent of participants said that the event met its objectives and 100 per cent said that they felt more confident and capable as a result of attending.

If you couldn't be with us on the day, fear not, all of the resources and tools that we launched are now available on our [website](#).

There you'll find:

- Dr Dione Hills' presentation and blog on "The Diamond Standard" of evaluation.
- James Traeger's slides and article encouraging us to "Bling up our OD" and shine a light on the difference that our work makes.
- A new and improved version of the Visual Dialogue Tool created by Delta 7. This is a handy downloadable graphic that can be used as a conversation starter to help you take stock of your evaluation practice.
- Hendrika Santer Bream from Guy's and St Thomas's ran a fantastic session using peer consulting methods, which gave people the chance to reflect and think about their capability to undertake evaluation. You can download the exercise instructions from the webpage.
- Finally our own Paul Taylor wrote a piece summarising some of the literature and academic thinking on Evaluation, bringing in a bit of Star Wars for good measure. Download the article and feel the force!

## Evaluation Podcast out now!

The evaluation conference was captured in our brand new [podcast](#), which features Steve Keyes from Leeds Community Healthcare NHS Trust showing us into his OD world and explaining why evaluation is so important. We then hear from speakers and participants at the conference, with their top tips on evaluation.

We'd like to thank everyone involved in the conference as well as the planning group and the evaluation group who worked alongside us over several months to shape and deliver the work. We're keen to continue adding resources to our website, particularly case studies of evaluation methods that you use, so if you'd like to contribute something please get in touch by [email](#).

## OD capability

Our OD [Capability Model](#) continues to be developed and shaped by our community, and it's looking good. In January a group of folk took a deeper dive underneath the surface of the nine words that make up the model. We began to expand and define the ideas that sit underneath them. Our intention is to launch a revised version of the model for you to test. We'll then be adding an update to our Do OD app which will give everyone access to the model and some space to reflect and think about their capability. Watch this space for more news next month.

## Mee-Yan's new Do OD Blog

OD expert and friend of Do OD, Mee-Yan Cheung-Judge has written another excellent blog for our community. We are encouraged to reflect on our mindset when thinking about the future. Is it 'if only...' where we wait for the perfect conditions to arise, or 'as if...' where we focus on our dreams and desires? This is a great piece of writing, which you can read on our [website](#).



## ODN Europe Conference 2016: 4 Guest Places

ODN Europe is, as the title suggests, the European Chapter of ODN. Launched around the same time as Do OD in 2013, we have been proud supporters of this fantastic organisation. One of the highlights of our calendar each year is the ODN Europe Conference and the fourth annual gathering will take place in Sunningdale Park, Berkshire with some amazing speakers including Gervase Bushe and Mee-Yan Cheung-Judge.

As a founding sponsor, we are delighted to have four free guest places for the event. This year, as in previous years, we're giving you the opportunity to take up those free places. You need to be an OD practitioner in the NHS and be able to fund your own travel and accommodation, but the conference fee will be covered by us. If you'd like to be considered for one of the four places, the process is simple!

Email [do.od@nhsemployers.org](mailto:do.od@nhsemployers.org) by 5pm on February 16<sup>th</sup> 2016, with the following information:

- Your name, organisation, job title and phone number
- Tell us briefly why you'd like to attend, connecting the conference content to a particular area of your work. How could it make a difference?
- Confirm that you'd be happy to take part in a podcast during the conference as well as write something on your experience for us afterwards and the impact it had in your work.

That's all we need. If we have more requests than places we will use our discretion to make sure that the selection is fair. We'll let you know the outcome by the 20<sup>th</sup> February.

If you'd like to read about the 2015 conference check out these blogs by [Tracey](#), [Abigail](#), and [Nicoll](#). If you have any questions about the conference, drop us an email.

[www.nhsemployers.org/OD](http://www.nhsemployers.org/OD)

## We interviewed Matt Minahan

We recently made a new friend in the form of Matt Minahan, Chair of ODN (the OD Network). Matt recently ended a successful tenure as ODN Chair and we were lucky enough to interview him for our podcast. In the interview Matt talks about his own OD journey, the role of ODN and the new set of global OD competencies that ODN have created. You can listen to the interview [here](#)

One of the benefits of ODN membership is having access to the regular OD Practitioner Journal (and the archives). The journal is a great way of staying up to date with emerging OD theory and practice as well as hearing from the OD giants themselves. We were thrilled to open the latest issue and see that Do OD was named in Matt Minahan's article "Sixty years down and the future to go". Matt writes about the challenges and opportunities facing OD practitioners and mentions how the NHS OD community has come together via Do OD to collectively make a difference. We're very grateful to Matt for the mention and you can read the whole article in the latest [OD Practitioner](#)

## Get in touch!

We love hearing from members of our network so please feel free to contact us with questions or comments about anything OD.

[Tweet us](#), post in our [LinkedIn group](#) or email us at [do.od@nhsemployers.org](mailto:do.od@nhsemployers.org)

You can also contact us by email and phone:

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Don't forget to visit our web pages and access our resources, blogs, podcasts and tools.