

iDoOD bulletin

February 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!

Do OD is three!

Welcome to our February newsletter, where this month we celebrate our third birthday. Do OD was launched on February 27th 2013 and we are delighted to have three years of solid work with our OD community under our belt already. Working alongside OD practitioners is a huge privilege. We are grateful for all your fantastic support and involvement. We're working hard on our priorities for 2016/17 and you'll be able to read about them in next month's newsletter. Check out our diary dates for opportunities to hear about our next phase of work straight from Paul & Karen. After three years, we're still as excited about this work as we were on day one. The best is yet to come.



Do OD webpages

Over the last three years we have been pretty prolific with our resources, most of which are accessed through our website. Our third birthday seemed like a great opportunity to take stock of our content and make it easier to navigate. On 25th February, our new webpages went live, with a simpler structure.

Access the [pages](#) for all the latest information, tools and resources and please let us know what you think by emailing or tweeting us at [@NHSE_DoOD](mailto:do.od@nhsemployers.org).

Join Think Club

We launched Do OD with the strapline "Putting Theory into Practice" as our *modus operandi*. As busy professionals we appreciate that it's not always easy to find time to digest and discuss OD theory. So we're delighted to introduce Think Club: a virtual space to critically reflect on how we use theory in our practice. Think Club will run four times a year and we're delighted to announce that our inaugural event takes place on **31st March** from **2:15-4:00pm**.

Think Club works like this. A member of the OD community 'hosts' the session, which is delivered via an online webinar. Two weeks before the session we send you a short article to read. During Think Club, the host introduces the article and talks about what it means to them. The group then has an opportunity to expand the conversation and reflect on how we might use the ideas in our practice. The first Think Club will be hosted by Cath Heaney from Frimley Health and the topic is "Energy in Organisations".

To take part in Think Club you'll need to be at a computer (or tablet) and have access to a phone. It's a very simple process. If you'd like to be part of the first Think Club, please email do.od@nhsemployers.org and we'll send you details of how to join the session. Also, if you're interested in hosting a future Think Club, get in touch!



Building OD Capability

Good news about our OD Capability Model! We've been working hard to take our conceptual model to the next stage and turn it into a practical tool for our community. Huge thanks to Hazel Murgatroyd, Julia Petherbridge and Cath Heaney who helped Paul & Karen to shape the model into Version 2.0, which is looking great.

We've combined the *instrumentality* and *agency* sections into one as they seemed to overlap more than we first expected. New to the model is a section on *values*, which became a clear gap as we worked through the process of defining each of the elements. Oh, and the model is now spherical instead of triangular.

We've tested Version 2 with a group of OD practitioners and had some helpful feedback and we'll be taking the new model to several regional OD networks in March. At the same time, we're working on an update to the Do OD app as a home for the Capability Model and we'll have more news on that next month.

Can we really change culture?

Culture Change is a topic close to our hearts and has been part of our work since the beginning. We're in the process of developing a new resource that will help you navigate the culture change journey and part of the process involves reflecting on the context in which you are operating and understanding the underpinning beliefs that may help or hinder the interventions. We're delighted to publish a brand new blog by Caroline Mabey from the Royal Free who asks "Can we really change culture?". Caroline's blog is an experiential exercise that asks you to place yourself on a virtual culture change continuum. We think it's a fantastic piece that helps to get under the surface of our assumptions and beliefs about organisational culture. Read Caroline's [blog](#) and tweet us @NHSE_DoOD with your responses. Which house of culture are you in?



Systems Thinking

Our next national Do OD event takes place on 23rd March in Manchester. We're delighted to say that the event is now fully booked. Thank you to everyone who'll be joining us next month to spend a day thinking about Systems Thinking.

We'll be working with colleagues from The Tavistock Institute and OD practitioners in the NHS to give you an experiential session that will inspire thought into action. If you have booked a place and can no longer make it, please contact us as soon as possible so that we can offer the space to someone on the waiting list.

ODN Europe Conference 2016

Last month we invited you to 'be our guest' at the fourth annual ODN Europe Conference that takes place in Berkshire this April. As a founding sponsor of ODNE we offered four free places to the conference, which we passed on to NHS OD colleagues.

We're delighted that Cath Heaney, Cat Hase, Hendrika Santer Bream and Agi Kyrtsenska will be our guests this year. Our fantastic four have agreed to blog about their experiences, as well as tweeting throughout the conference so that you can be in the room with us via the power of social media. Look out for more details in next month's newsletter.



Leadership Academy Update

The NHS Leadership Academy is pleased to announce that we have had a feature, emphasising on the [need for good leadership](#) published in The Guardian. We are thrilled to have the opportunity to spread more awareness about the impact of our programmes and resources.

We're also delighted to share transformation stories, like that of Stephen Freer's about the [impact he made in psychological service, after completing our Mary Seacole programme](#).

For those of you who are interested in moving into your first formal leadership role, the applications for our [Mary Seacole programme](#) are now open.

We'll shortly be closing our applications for the [Return to Work Mentoring](#) programme, which enables people going on [maternity, paternity, adoption, carers or fostering leave make a smooth transition into work](#). So if you'd like to be a mentee on this programme or know someone who could benefit from this programme—[apply today!](#)

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

You can also contact us by email and phone:

[Paul Taylor](#) 07880 554208

[Karen Dumain](#) 07900 606971

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

www.nhsemployers.org/OD

February's OD Superstars

This month we're delighted to showcase the work of not one, not two but three fantastic OD superstars. Jayne, Kaye and Harri from Basildon & Thurrock University Hospital are part of an ambitious and impactful OD team, who have been on a significant change journey. The terrific trio are ambassadors for OD in their organisation and on social media. You can follow their adventures @ULearn_BTUH and read more about them on our [website](#).

Diary Corner

Spring is coming and we're out and about a lot in the coming month. We love being on the road spending time with our fantastic OD community. Here's where we can connect during March:

1/3/16

Karen at the UWE OD Programme session looking at our culture change app

2/3/16

Paul at the London L&OD Network event

3/3/16

Paul delivering virtual workshop to East Midlands Social Media conference

4/3/16

Paul at the East Midlands OD Network event

8/3/16

Karen & Paul at the North East OD Network Conference

10/3/16

Paul at North West Employers Improvement event

14/3/16

Karen hosting the SW OD network in Bristol

23/3/16

Systems Thinking Do OD Event in Manchester

31/3/16

Think Club (Virtual meeting)