

Re-thinking Organisational Development

Lucinda Carney CPsychol



LUCINDA CARNEY C PSYCHOL

- Too many years in Corporate L&D roles!
- Chartered Psychologist
- Founder and CEO Actus Performance, Learning & Talent Management Software
- Host of No. 1 ranking The 'HR Uprising' Podcast
- Author of the best-selling book "How to be a Change Superhero"
- Mum of 2
- Enjoys Netball and Tennis



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[How To Be A Change Super Hero Book](#)



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Actus

Actus - The Complete Performance, Talent & Learning Management Suite

Embedding, meaningful, year round conversations



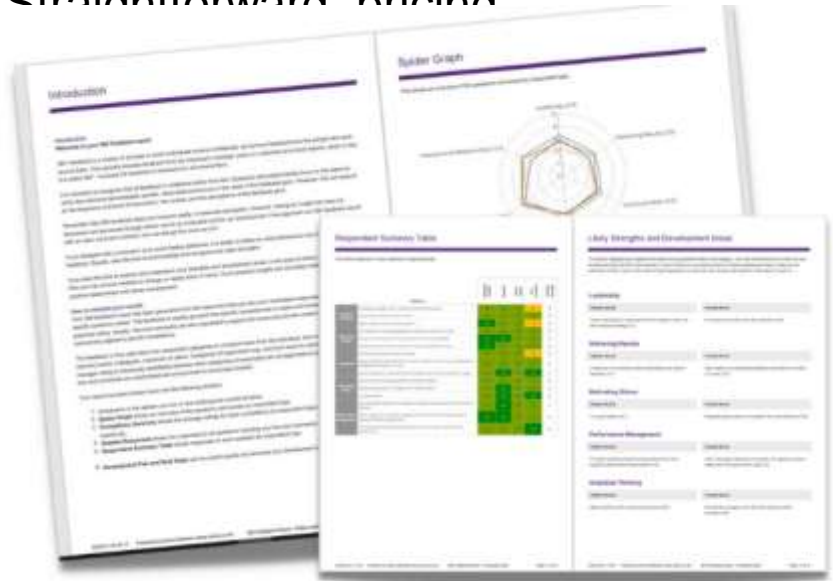
ACTUS 360 NOW

- A hosted 360 platform using your logo and colours
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- Actus standard competency templates
- The ability to create your own feedback questionnaires customised to your needs
- Straightforward pricing



Comprehensive Reports

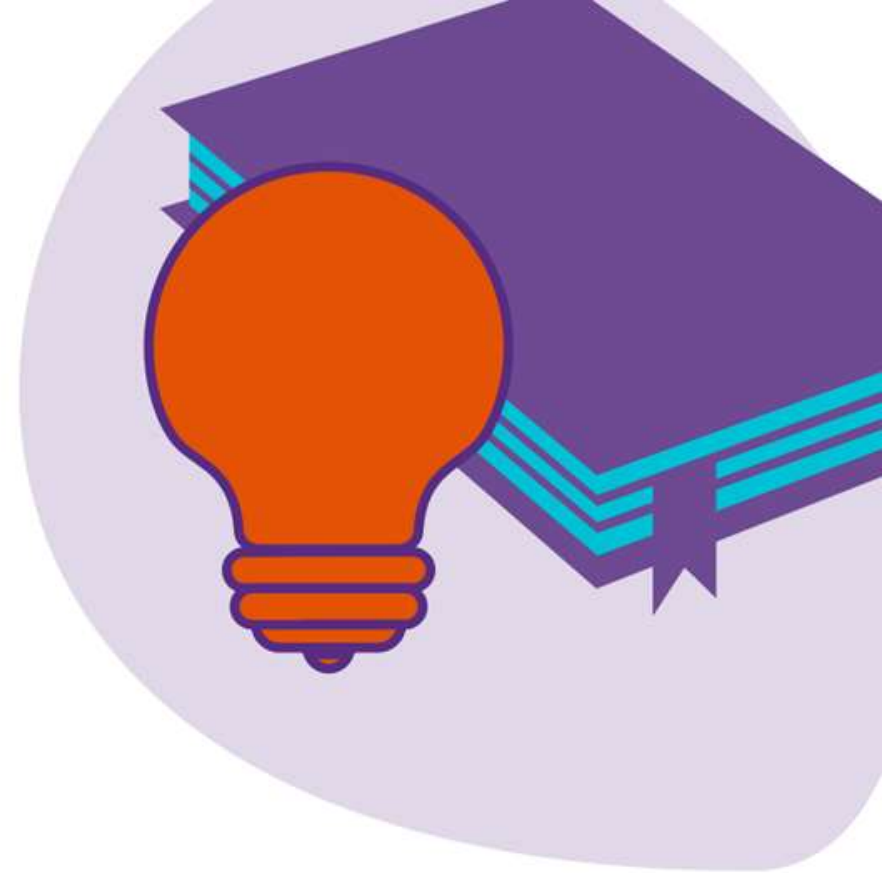
- Comprehensive feedback reports for the individual with the ability to customize a development section.
- Organisational reporting for HR & LD Departments to include comparison and benchmarking



Learning Outcomes

What we will cover:

- Redefining Organisational Development
- Why O.D. is so relevant now
- A 5-step process for an O.D. intervention
- The Burke-Litwin model for organisational performance
- How to deliver O.D. in your organisation



Defining Organisational Development (O.D.)

A planned and systematic approach to enabling sustained, organisational performance through the involvement of its people.

CIPD

It is about evolving, adapting or improving an organization in line with strategic goals

Lucinda Carney - Actus

Organisational Development (OD) is the work of facilitating organisational success, by aligning structural, cultural and strategic realities of work to respond to the needs of an ever-evolving business climate.

Roffey Park



Where should
O.D. sit? **POLL?**



Examples of O.D.

- Changes to the structure, culture, strategy and processes of an individual job through to an entire organisation.
- The application of behavioural science knowledge and practice to facilitate transformation within an organisation.
- The improvement of organisational effectiveness by involving members of the organisation in understanding the challenge whilst enabling in them new skills, knowledge and ways of thinking.
- The promotion of high productivity, performance, quality products, financial performance and continuous improvement.
- The facilitation of change in a flexible, adaptive and often participative way.
- Sustainability, so consistent change in the right direction continues beyond the life of the initial change initiative.

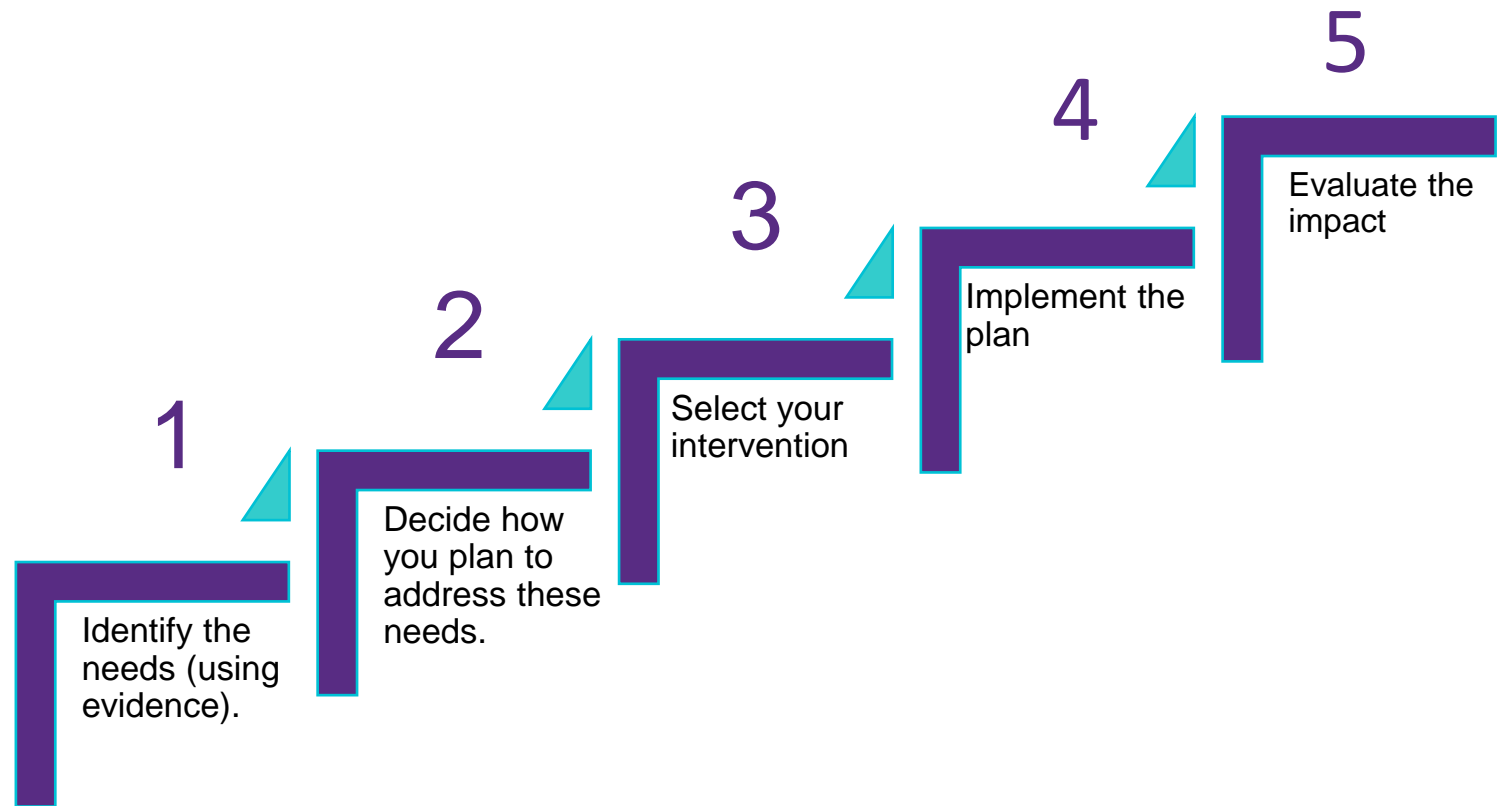


Source: Roffey
Park

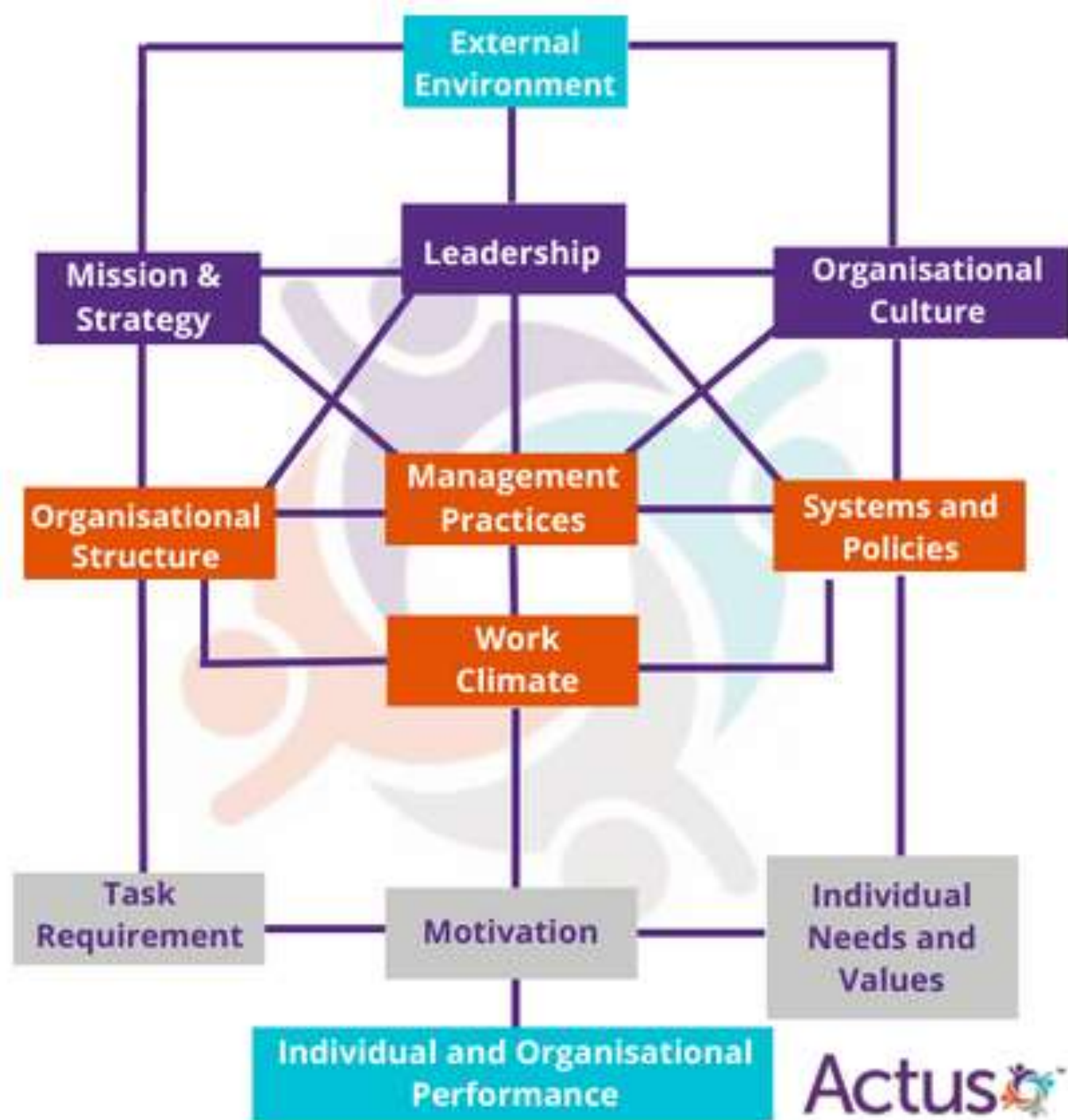
Terms that can sit in O.D.

Talent Planning
Appreciative Enquiry
Behavioural Science
Systems Thinking
Evidence-based practice
Complexity Theory
World Cafe
Lean
Focus Groups
Chaos & Complexity
Cultural Web
Competency Frameworks
High Performance Practices
Burke-Litwin Model
6 Sigma
Positive Psychology


5 steps for delivering an O.D. 'Intervention'



Burke-Litwin Model



O.D.	HR/L&D
Helping to diagnose and define the new skills needed to support business strategy	Recruiting people with the right skills to fulfil this strategy
Facilitating the definition of values or strategic goals to be cascaded	Embedding and monitoring performance management activities
Defining the new behaviours required to support a culture change	Implementing the training and supporting the roll out of a change initiative
Working with others to define the look of a new structure or way of working	Negotiating with trade unions or aligning the organizational chart or job descriptions
Defining a competency or skills framework	Monitoring/evaluating the skills available within the business
Developing a talent and retention strategy with aligned development	Identifying and monitoring patterns of retention or attrition and uptake of development
Defining the vision for people management, behaviours and processes	Supporting managers in disciplinary issues, grievances and other people management issues
Drawing on behavioural science and best practice to define the best solution for this situation	Draws on employment law and enforces policies to protect the organisation



How can we be
more O.D.
focused in our
organisations?

- Always keep an eye on whether today's operational activities are serving the future vision
- Balance short-term requirements with longer term benefits
- Try to connect all activities with the business strategy
- Consider whether structures or processes are future-proofed and how they could be more so
- Explain 'Why' not just what
- Be the custodian of culture
- Be systematic, look for evidence and see through what you start

MANAGEMENT BOOSTER SERIES

75 minute long, virtual, training sessions are a perfect way to introduce or re-energise the skills of your management population.

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Many clients use them as a taster before following up with one of our customised training programmes.

£475

per session



“This has been one of the best training courses I have ever attended. I wish I’d attended years ago!”



Option 1 Managing Underperformance

Learning outcomes include:

- Potential performance ‘red flags’
- What most commonly causes underperformance?
- Sustainable prevention of performance issues
- Management takeaways



Option 2 Managing for High Performance

Learning outcomes include:

- Defining high performance in a virtual world
- Establishing the foundation for highest performance
- Management behaviours that create high performance
- The role of feedback and recognition

Each attendees receives the Actus management essentials Toolkit which include white papers, e-books & guides

What's Coming Up...

Future Webinars: The Performance Series

Re-energising Performance

Tuesday 21st May @ 12:30 [Register Here](#)

High Performance Strategies

Tuesday 11th June @ 12:30 [Register Here](#)

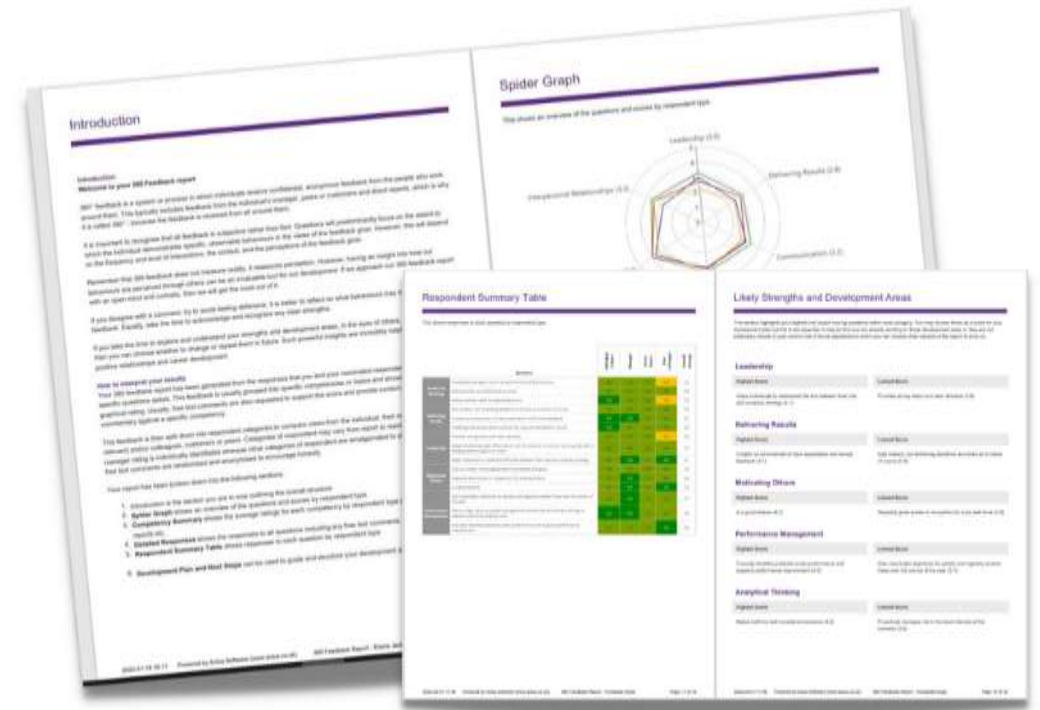
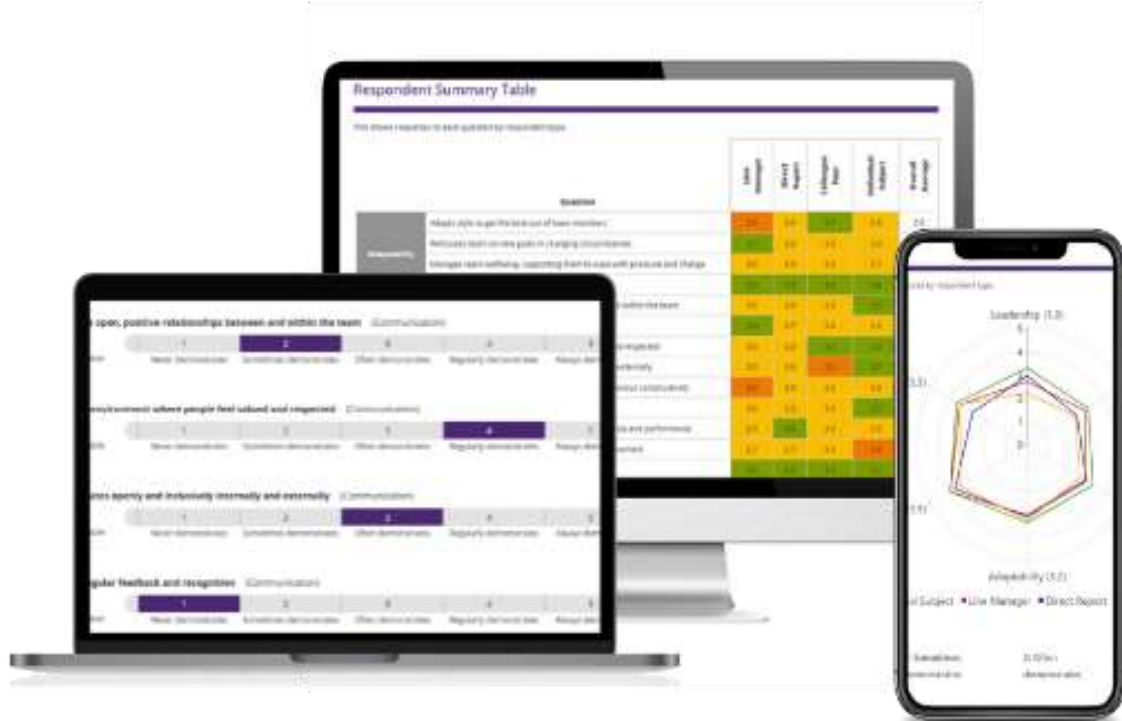
Turning Round Underperformance

Tuesday 2nd July @ 13:30 [Register Here](#)



ACTUS 360NOW

- Increase the self-awareness and skills of your leadership team or managers
- Measure and embed a psychologically safe culture.
- simple, efficient and user-friendly solution for managing 360 degree feedback.



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Feedback

Try 360 Feedback on
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template & one to one
feedback for just

£175

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Actus Webinars

View our schedule of upcoming webinars: [Find out more](#)

Download the free Change Toolkit

www.changesuperhero.com

Listen to The HR Uprising Podcast- featured in People Management Magazine as one of their 'Top 10 essential resources for a winning HR career!':

<https://hruprising.com/>

Our New On-Demand Learning Platform: [Actus Academy](#)



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 [How to be a Change Superhero Book](#)

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Thank you for joining us today!

