



## *ODNE / EODF OD NW COMMUNITY*

16th July 2021 – Summary Feedback



# OD NW Community – Summary feedback

We enclose a summary of the issues we discussed at our recent OD NW Community event.

The purpose of our community is to

- **Connect a vibrant and diverse community of practitioners**
- **Create a movement to support business improvement and evidence the impact of the field of OD**
- **Model ethical practice**

We have begun to explore how we make that happen. We now need to consider how we continue the conversation and bring the who, when, where, what and how questions into focus.

Please take some time to reflect upon the outputs shared and identify emergent themes that resonate with you.

**Next Meeting:** Friday 24<sup>th</sup> September at 3.30pm.

**Topic:** Is it possible to design Equality, Diversity and Inclusion into a human system, and if so, how?

Many thanks

The Ai CM team

- **Connect a vibrant and diverse community of practitioners**
- **Create a movement to support business improvement and evidence the impact of the field of OD**
- **Model ethical practice**

- Marketing our network / Sharing best practice
- Shadowing / Show and tell / Expert sessions
- OD questions via ALS - Bring “live” challenge
- Must not be onerous or too frequent
- Use of social media. / Role model
- Local community
- Hybrid delivery (online & F2F)



- Friday “Surprisingly good”
- Quarterly

**How can we build our NW OD Community?**

- The right people - Mix of people involved in organisation change and human behaviour
- Guest speakers to share experience
- Open up for community conversations and share what the NW culture is, and why it is different
- Intervening 1 to 1s or 1 to 2s



- What is the NW?
- Numbers?
- Hybrid of F2F and online
- Aspiration of different organisations hosting the meeting

- Co-support & Network of critical friends – safe space for testing OD approach outside our organisation. Get an objective view - Space to say “is it me?”
- Using research alongside peer support / Cross pollination across organisations
- Sense check inclusive approach – ensuring a diversity of ideas
- What is specific to NW and NW culture? What makes us different in the NW and the specific areas of the NW? Does that difference provide us with different affinities / OD perspectives / challenges?
- Business growth through people / Better OD practice / capability - space to learn, help, support and connect
- Rescue vs Could do better
- Constant evaluation of purpose / why



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