



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 24th September at 3.30pm.

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

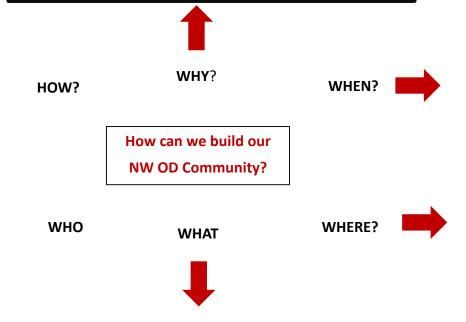
Many thanks

The Ai CM team

- 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)

- 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

- 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



- 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

- Friday "Surprisingly good"
- Quarterly
- What is the NW?
- Numbers?
- · Hybrid of F2F and online
- Aspiration of different organisations hosting the meeting





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