



Inspire OD

**Aimed at HR, Transformation
and L&D professionals.**

Focusing on organisational
development and design.

Developed in partnership with



Inspire

Public sector organisations are evolving at an ever accelerated pace and there is a need to consider team-based systems, people centred change, matrix management and cross organisation collaboration as the normal way of doing things.

Many CEOs have placed identifying the future organisation and changing culture at the top of their agenda. HR professionals have a unique opportunity to place themselves at the heart of this organisational revolution to shape that future. They are also amongst those best placed to enable organisations to make good design decisions.

"The person with the seniority does not necessarily have all the answers or the influence. Whose knowledge best meets the outcome for the customer should be used to map workflow in a system leadership way that enables organisations to be both internally and externally collaborative."

Matt Gofton, Senior Employer Engagement Manager CIPD

Our experience from running the ASPIRE programme nationally for HR BP's informed us that over 90% of the delegates would value more insights, support, development and challenge in the space of Organisational Design (OD). This was a strong message from the key themes arising from the 360 evaluations, facilitator feedback and delegate feedback.

As your employers organisation we have listened and shared this feedback with Aspire partnership, and as a result, WME with the CIPD and LGA have created a 3 day programme that draws on the extensive research conducted around OD on a national and global stage. Whilst the programme is underpinned by thought leader ideologies, its delivery through 'experiential learning' to embed the understanding and knowledge.

To really make sure this translates into action we encourage delegates to take on an 'OD Challenge' before regrouping with their peers one month on to share their experience and challenges.

**LGA
EXCLUSIVE
DISCOUNT**

**£150
per local authority**

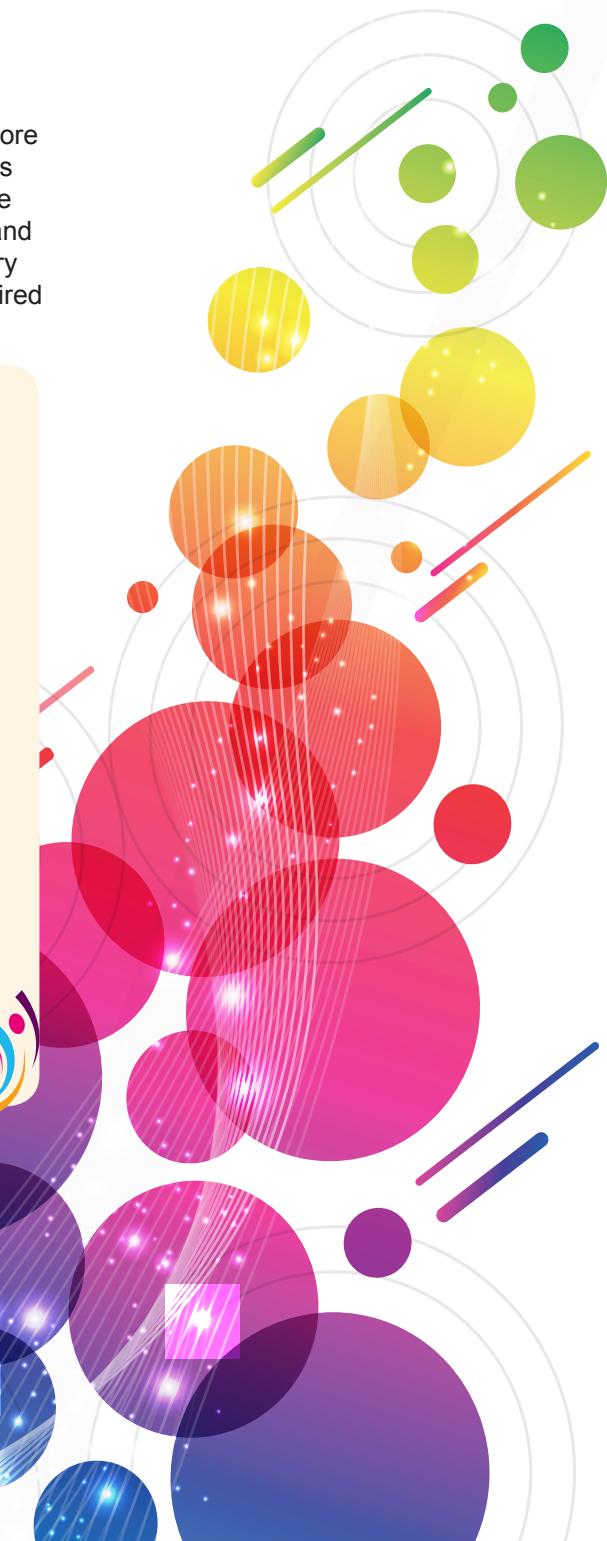
"The LGA is delighted to continue our partnership with WME to up-skill and help build the capacity of OD professionals in local government. Inspire OD will provide HR practitioners with the required skills to support and lead OD interventions. The aim is to help drive workforce transformation and improve efficiency and productivity. OD is one of five key national workforce priority themes and LGA is offering a discount to 100 people based on one per authority to encourage participation and enhance our OD capability in 2019."

Nigel Carruthers, Senior workforce Advisor, LGA

We want this programme to change delegates' mindset so they leave challenging their own assumptions around working practices, thinking more broadly about what drives employee's behaviours and attitudes and the type of environment in which our people and systems work in synergy so that every part of our organisations can be inspired to be as effective as they can be.

"Thinking about how we as professionals can transform business through people and taking what is often a giant leap of faith in new ways of working can actually bring some of the greatest rewards in terms of people, culture and performance. Allowing yourself to develop and enhance your OD mindset gifts you with the ability to carve longer term solutions into day to day interventions. Let's face it your apple pie just isn't the same without the custard! I'm blessed to have that space in which to lead and operate.....it's exciting to think we can collectively shape strategic direction with people at the heart of it, simply by applying a different perspective."

Michelle O'Neill, Worcester City Council



Inspire Programme

Day 1

The Changing World

- Megatrends and how these impact organisations and people
- The changing environment and environment scanning models

Changing Organisations

- Changing workplaces and how organisations are being redefined
- Emerging models and modern public sector examples

Human Networks

- Organisations and how they are redefined through networking mindsets and technologies
- How to build effective networks and how these will become the basis of future organisations
- Agile, adaptability and learning as fundamental foundations

OD Trends Exercise

- The 3 I's Indicate – Identify – Insight
- Validating major trends for the organisation 'hackathon' (day 2)
- Qualify and myth bust trends

Action Planning

- Summarise the learning and plan for the next session
- Complete a learning exercise

Day 2

Models of Change

- Exploring and discussing key change models currently used and their suitability
- Common and controversial models that can be applied
- Feasibility studies of how models can be applied to the sector

Changing HR

- How HR is changing as a profession and practice and its relationship with OD
- Redefining HR

Changing Dynamics

- A closer inspection of the way organisations work and how organising work is changing
- What is happening and what does this mean for organisations?
- Changing work patterns and changing ways people organise work

The OD Challenge

- Introducing the concept of an OD Challenge to embed learning and start using the tools and techniques introduced during the Inspire programme

Day 2

OD is a tough role

- Sharing experiences and learning from the OD Challenge
- Opportunity for self-reflection - what worked, what didn't and what alternative models or strategies could have been used to achieve greater impact
- Building confidence to try something new
- Strengthening your resilience to counter 'knocks' to your confidence and help you develop future coping strategies
- Focus on strengthening your future OD network to keep growing your skill set

"WME want Inspire to be immersive, to have impact by driving action within our HR community and fostering greater networking between organisations.

We aim to fine-tune your own secret weapon in terms of influencing style – yourself!

We want to give you the confidence and tools to focus on how you help to lead others through change and transformation."

**Rebecca Davis,
Chief Executive, WME**



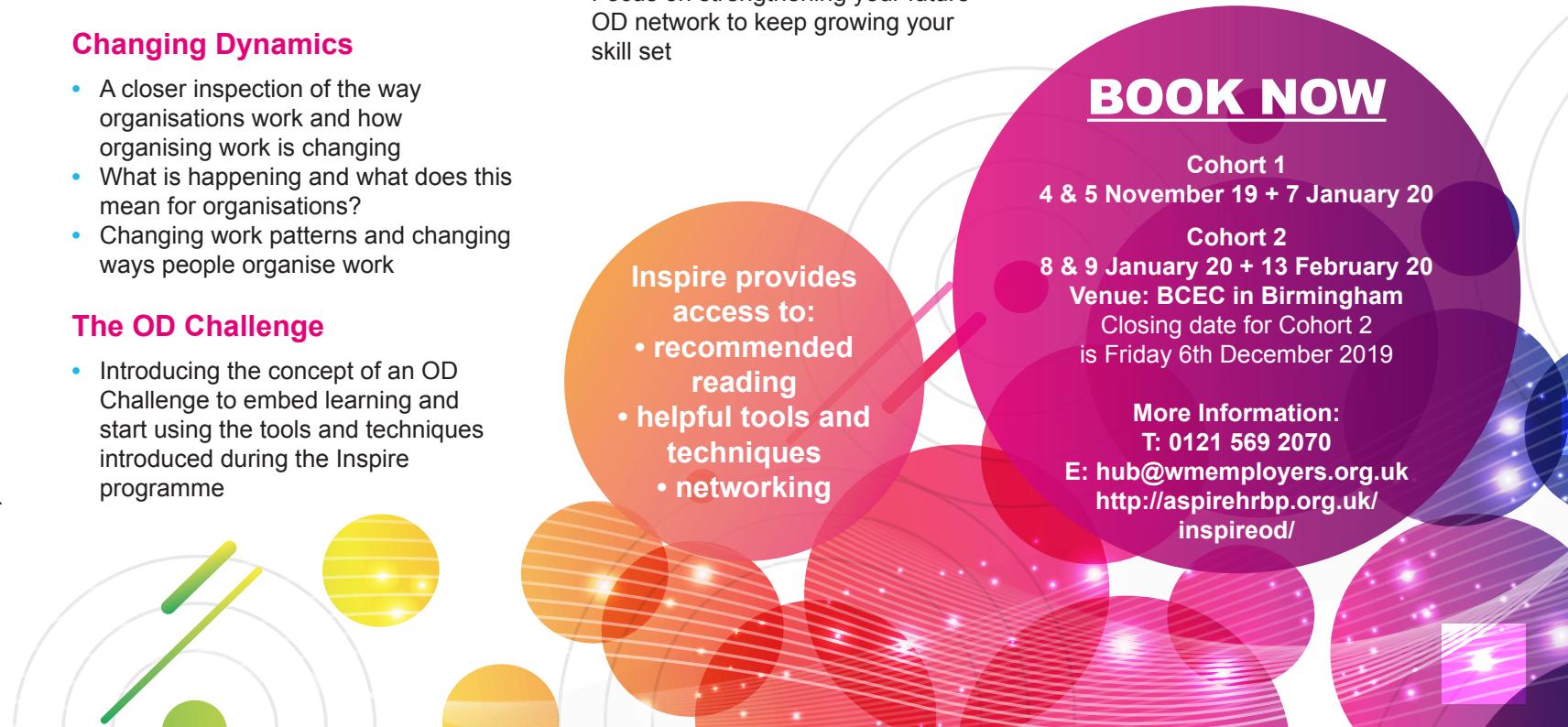
BOOK NOW

Cohort 1
4 & 5 November 19 + 7 January 20

Cohort 2
8 & 9 January 20 + 13 February 20
Venue: BCEC in Birmingham
Closing date for Cohort 2
is Friday 6th December 2019

More Information:
T: 0121 569 2070
E: hub@wmemployers.org.uk
<http://aspirehrbp.org.uk/inspireod/>

Inspire provides access to:
• recommended reading
• helpful tools and techniques
• networking



Is this the right programme for you?

- ✓ You are an Aspire Alumni, looking for CPD in OD
- ✓ You are new to a role in OD
- ✓ You play a key role in restructures
- ✓ You lead, manage teams & have an interest in delivering effective change

You may be forgiven for thinking that this learning opportunity is purely open to HR or OD professionals.

In reality anyone who leads teams should look to develop an OD mindset to support professionals within your organisation to deliver the key messages to drive a high performing successful organisation.

Inspire has been designed to help develop understanding and awareness across the HR function of the significant role OD can and should play in improving, shaping and influencing organisational direction and purpose.

Inspire

Fees

WME Members	£1,200 + VAT
WME Non Members	£1,440 + VAT

Discounts

£150 LGA	
Subsidised Place	£1,050*+VAT
Aspire Alumni (10% discount)	£1,080*+VAT

*Based on member rates

West Midlands:

COHORT 1	4/5 November 19 + 7 January 20
COHORT 2	8/9 January 20 + 13 February 20

Optional Coaching

"In my experience, coaching skills are key for anyone leading and delivering transformational change, and it's something that managers leading change always comment on to me. I don't mean a qualification but having an appreciation of the possible impacts of change on individuals is usually helpful, whether related to a service redesign or introducing new ways of working.

Inspire offers a unique opportunity for curious folk to learn what organisational development change is all about."

**Dawn Hewins
HR Director, Birmingham City**

If you would like to add coaching to your Inspire booking contact us for more information at hub@wmemployers.org.uk



Our Facilitators

Giles O'Halloran - Day 1 and 2

Giles is an experienced HR professional who now works as a freelance consultant, strategist, and coach. He started his HR career with IBM and eventually became an HR Business Partner for the UK's largest strategic business unit. He has since worked in other senior and international HR roles, advised at Board level, designed HR strategies and solutions, and has worked across multiple sectors. He is the lead tutor for the Aspire programme and the CIPD's HR Business Partner Programmes.

Giles is fascinated by organisations - how they work, how they evolve, how they are being redefined and how these changes then impact the future of work and careers. He has delivered seminars on the digital workplace, future organisational models, Digital HR and evolving work styles being created through combining technology and talent. He is a strong believer that OD is a strategic HR capability, but he also believes that it should also be part of leadership's ability to define, develop and deliver true transformation.

Rebecca Davis - Day 3

Chief Executive West Midlands Employers

Rebecca is an experienced HR and OD professional and has joined WME as their new CEO after doing OD on the frontline, as Assistant Director of People & OD at West Midlands Police. Rebecca has experienced many of the challenges of leading organisation and behaviour change, through large scale infrastructure projects, through to smaller scale team changes.

Rebecca is a passionate believer that OD and Change is the heart of the HR agenda and believes incorporated within this should be as strong focus on inclusion, wellbeing and evidence based decision making. Rebecca is proud to be leading the CIPD Aspire and Inspire programme for WME.