As organisations strive to improve their ability to work at the speed of change, they need more people who have the knowledge and abilities to make change initiatives happen. Given that need, developing an organisation development (OD) mindset and skillset is fast becoming an essential capability for all leaders, managers and professionals.

This programme is offered by The Henley Forum at Henley Business School. It is designed to help you advance your change and OD practice, and the centrepiece of the programme is real work with a real client – there’s no role play here!

**Advancing your change and OD practice**

**Tuesday 22 – Thursday 24 September 2020**

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**Benefits for you and your organisation**

- Learn how to lead change with people.
- Demystify OD and find out how you can use it.
- Recognise your strengths and get out of a rut.
- Learn where and how to expand your OD range to address tough change challenges.
- Leave with valuable feedback and experiences, ready to take a noteworthy step forward.
- Build change capability across your organisation to go from change-vulnerable to change-ready.
## Who is this programme for?

**Anyone who needs to make change happen** – including knowledge, learning and change professionals, especially leaders and managers from across a range of functions.

<table>
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<tr>
<th>About you</th>
<th>Our view</th>
<th>Why come?</th>
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<tr>
<td>I need to <strong>make change happen</strong> as part of my day job</td>
<td>Ideal for busy managers and professionals. You’ll discover how an OD mindset, skillset and toolset can help you to land change with people</td>
<td>Really useful techniques and models with opportunities to apply learning in practice and learn from fellow practitioners</td>
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<tr>
<td>I work in an area that’s <strong>related to OD</strong> and I want to advance my practice (e.g. HR, L&amp;D, coaching, knowledge management, change management, continuous improvement)</td>
<td>You’ll learn what strengths you bring to OD and where you can extend your range to advance your practice</td>
<td>OD is underpinning knowledge which can aid and assist so many facets – KM, HR, operations and self</td>
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<tr>
<td>I’m <strong>new to OD</strong> and I want to learn more</td>
<td>You’ll learn how to navigate the field and to take some early steps in developing your change and OD practice</td>
<td>The course gives you practical tools and experience to start doing OD</td>
</tr>
<tr>
<td>I’m <strong>gaining OD experience</strong> and want to further develop my practice</td>
<td>If you’re already working in OD, the programme will help you to reinvigorate your practice and extend your range</td>
<td>There are three types of OD. You probably do them all, but understanding the differences is really insightful</td>
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If you have any questions about the course content or who should attend, please contact Sharon Varney at **sharon.varney@henley.ac.uk**

If you have questions related to your booking, please contact Ellie Done, Henley Forum Co-ordinator at **henleyforum@henley.ac.uk**
Our approach

We will encourage and support you to extend your OD range. We will help you to map out and build upon what you bring and advance your practice to help you deal with your most pressing organisational issues. We expect you to leave with new insights, skills and strategies that you can immediately apply to your workplace.

OD practice is a combination of mindset, skillset and toolset. OD tools are blunt instruments when wielded without the skillset to use them and OD skills may lack direction without an OD mindset. While the programme is focused on practice, we will focus on making the underpinning thinking explicit. We believe this is a helpful way of demystifying OD and helping participants to advance their change practice.

You will be working on real organisational issues with other participants on the programme. The programme comprises inputs from tutors, knowledge sharing, small and large group working, journaling, reflection and some pre-reading.

Key learning

You’ll understand your strengths and use our framework to help you develop a balanced OD approach that you can flex in different contexts.

You’ll learn new techniques for working with change in dynamic contexts – helping you spot the signs of change sooner and identify patterns that keep groups and organisations stuck.

You’ll have the opportunity to get some fresh perspectives on your key strategic challenges from others on the programme – helping you make headway on more difficult issues.

You’ll work with your colleagues to do some real OD on real issues and with real clients – helping you hone your OD skills in a safe and supportive environment.

You’ll have the opportunity to discover new OD tools and approaches – helping you to extend your OD range.

You’ll co-create a new understanding of knowledgeable OD – helping you to redefine our field of practice.

Your facilitators

Our facilitators are highly experienced OD practitioners, each with different styles and approaches. We believe that our diversity will add to your learning.

Dr Sharon Varney
The Henley Forum, Henley Business School

Dr Sharon Varney is Director of The Henley Forum and a specialist in developing organisations and people. She works at a strategic level, helping to create more effective organisations, and engages at a very human level supporting people to manage personal change and transition. Sharon writes about OD practice and speaks at conferences on OD topics.

Style and approach:
Sharon’s approach to OD is pragmatic. She starts where people are and encourages them to take a step. Even a small movement has the potential to make a big difference in change terms.

John Hovell
STRATactical LLC

John Hovell is formerly the Head of Organisation Development for BAE Systems plc. He is a practitioner of OD and knowledge management, bringing over 20 years of experience. John has won several awards, published several books and presented at numerous events and conferences.

Style and approach:
John’s approach to OD is ‘real-time and interactive’. He embraces every moment as a learning opportunity, for everyone involved – including himself. Impactful and fun conversations get him out of bed every morning.
What we’ll cover on the programme

Day 1 themes

You as an OD practitioner:
Understanding what you bring; introducing diagnostic, dialogic and dynamic OD approaches.

Dynamic OD:
Exploring dynamic patterning within groups and systems.

Dialogic OD:
A practical exploration of dialogic OD practices; conversational leadership.

Diagnostic OD:
Exploring diagnostic OD approaches; the consulting life cycle; getting ready to do OD.

Day 2 themes

Finding your edge:
Preparing and setting up for success; agreeing learning goals.

Working with clients:
Practicing diagnostic, dialogic and dynamic OD with real clients.

Day 3 themes

Advancing your practice:
Learning from doing; next steps for you; ‘self’ as an instrument

Knowledgeable OD:
Redefining our field of practice.

Fees

Programme fee – £1,250 + VAT.

Early bird – £950 + VAT
Discount is available on bookings made by 31 July 2020 and paid within 30 days.

The Henley Forum member – ONE PLACE FREE OF CHARGE.
Additional places available at the special member rate of £650 + VAT.

Fees include course materials.

The Henley Forum

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