

## Advancing your Change & OD practice

Tuesday 24<sup>th</sup> and Wednesday 25<sup>th</sup> September 2019

This two-day programme is offered by The Henley Forum at Henley Business School. It is designed to help you to advance your change and Organisation Development (OD) practice.

### Why attend?

As organisations strive to become more changeable, they need more people who have the knowledge and abilities to make change happen. Developing an OD mindset and skillset is fast becoming an essential capability for developing more dynamic and effective organisations.

This experience will help you, whatever your current OD skill level, to understand the strengths you bring and identify next steps in advancing your Change & OD practice.

### Who is it for?

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

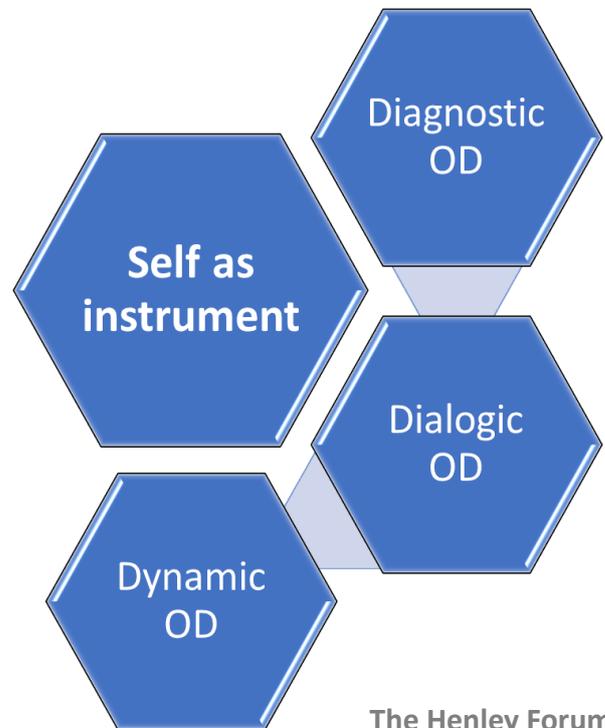
You don't need a formal OD role to benefit from this course. But if you're already working in OD, these two days will help you to reinvigorate your practice.

Many of the attendees will be members of The Henley Forum. We also welcome non-member delegates to participate in this programme. Our membership is diverse, representing a number of different sectors and functions. We expect that some attendees will be regular participants at Henley Forum events and that others will be joining us for the first time. The mix of functions and industries represented will add richness to the learning experience.

### Benefits for you

Demystify OD and find out how you can use it

### Benefits for your organisation



The Henley Forum  
approach to  
Advancing your  
OD Practice

Recognise your strengths, get out of a rut  
Learn where and how to expand your OD range to address tough change challenges  
Leave ready to take a real step forward

Build change-capability across your organisation to go from change-vulnerable to change-ready

## What we'll cover on the programme

Over the two days, 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 practice.

### 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; consulting life-cycle; getting ready to DO OD

### Day 2 Themes

**Finding your edge:** Setting up for success; agreeing learning goals

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

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

**Knowledgeable OD:** Redefining our field of practice

## 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 with real clients – helping you to 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.

### Format

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. There will be some reflecting and some reading to do prior to the course. This should take 1-2 hours to complete.

### Tutors

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

**Core tutor:** Dr Sharon Varney, The Henley Forum, Henley Business School



**Guest tutor:** John Hovell, STRATactical LLC



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 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 in the defence industry. 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.

## Practical information

### 1. General information

- 1.1 The programme will run on 24<sup>th</sup> and 25<sup>th</sup> September 2019.
- 1.2 A certificate of participation will be provided for each attendee at the end of the two day programme.

### 2. Course logistics

- 2.1 The programme will run from 09.30-17.30 on 24 September and from 09.00-16.30 on 25 September. Attendees are expected to attend both days.
- 2.2 All registrations must be received before 10th September 2019.
- 2.3 The course fee is £1,250 +VAT. Course fees include lunch and course materials.
- 2.4 There is a discount for bookings made by 30th June 2019 and paid within 30 days. The reduced fee for the two days is £950 +VAT.
- 2.5 Contact Marina Hart on [henleyforum@henley.ac.uk](mailto:henleyforum@henley.ac.uk) to register.
- 2.6 If you require accommodation, we can arrange that for you for £98/night incl VAT and breakfast. You can check in at any time after 14.00, and our Reception is manned 24/7. Dinner is available at £23.50 incl VAT. The restaurant is open 19.00 – 20.30 and if you arrive later, you can order snacks from the bar.
- 2.7 The course will take place at the Greenlands site of Henley Business School. This is 2 miles outside of Henley on Thames, RG9 3AU.
- 2.8 There will be a maximum of 30 attendees on the course and places will be filled on a first come, first served basis.
- 2.9 Attendees will be expected to complete some pre-work (which will take about 1 hour). This will be provided 2 weeks ahead of the course start date.

### 3. Additional information

- 3.1 All cancellations must be made in writing no later than 28 days prior to the course starting. An administration fee of £75 + VAT will be charged for all cancellations, to be deducted from any refund or invoice.
- 3.2 No cancellations can be accepted within 28 days of the course dates, but a suitable replacement delegate can be nominated.
- 3.3 Replacement attendees may be substituted up to 7 days before the start of the course. This attendee must also have completed the pre-reading.
- 3.4 The place will be lost to the organisation if you withdraw within 7 days.
- 3.5 Henley Business School reserves the right to make changes to the programme, location or speakers without prior notice.

If you have any questions about the course content or who should attend, please contact Sharon Varney at [sharon.varney@henley.ac.uk](mailto:sharon.varney@henley.ac.uk)

If you have questions about the administration, booking accommodation or other aspects of the logistics, please contact Ellie Done on [henleyforum@henley.ac.uk](mailto:henleyforum@henley.ac.uk)