

Delve OD Programme

delve

Nurture – Flourish – Grow

Our Purpose

We believe that work communities should be places where people can thrive



CONSULTANCY
OF THE YEAR
HIGHLY COMMENDED 2022



Our Mission

We equip organisations with the tools which support people to thrive, one conversation at a time.

We equip people with collaborative digital learning tools that disrupt formal thinking and create real change and motivation within businesses.

Talent Tool

OD Programme

Leadership
Development

Team
Development

Our Values



We Are Real

- ✓ We keep it simple
- ✓ We are clear about our purpose
- ✓ We ensure our work impacts those who matter



We do the Right Thing

- 👍 We do the right thing in the right way, even when nobody is watching
- 👍 We do what we say we are going to do, when we say we are going to do it
- 👍 We act with integrity: if it isn't right, we won't do it



We do it With Passion

- ♥ We approach our work with unparalleled passion and energy
- ♥ Our enthusiasm is contagious, it will revitalise your team
- ♥ Excellence is a habit not a goal. We go above and beyond the call of duty, it's who we are

OD Programme Clients



This programme is thought provoking and collaborative, providing clarity about how to do OD in a practical way. Excited to start putting it into practice!



Liverpool University Hospitals
NHS Foundation Trust

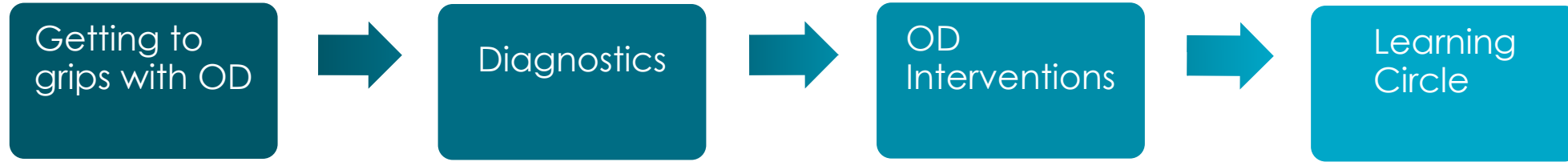


Some of the people who have commissioned this programme

Our Approach

- Delivered virtually over 4 half days with space for self-directed learning and support in between to put the learning into practice.
- Your people professionals will be encouraged to bring a real-life people challenge to work on throughout the programme.
- Our tried and tested programme includes a self-assessment and a practical toolkit for participants to take away and can be tailored to your specific organisation or system requirements.





- Explore current issues and challenges from a OD perspective
 - Develop contracting skills to work across boundaries
 - Understand how HR and OD can influence strategically at a local and a systems level
 - Explore your 'OD Selfie', looking at areas of strength and areas for development
- Using OD diagnostics and tools to support team development
 - Case studies, group work and discussion on best practice
 - Key OD skills and core competencies
 - Using coaching techniques to understand challenges
- Tools to support your OD thinking to enable leaders and teams to thrive
 - Finding the fit - exploring your interventions and how to monitor and review
 - Theories of trust and the interplay with effective teamworking
- Revisit your 'OD Selfie'
 - Action learning approach to share how you've put the tools into practice
 - Explore key ways to measure ROI and impact of interventions
 - Developing a sustainable HR & OD support network to explore OD challenges



OD Selfie completed before and after the programme to measure knowledge and progress



Who is this programme for?

This programme is aimed at people who would like to develop an understanding of OD in practice and gain practical tools and techniques to support you in your role and could include:

- HR Professionals
- L&D Professionals
- OD professionals who are new into role

Find out more about the programme here <https://www.youtube.com/watch?v=4tyLaqMBGic>

Preparing for the Programme

- You will be required to bring a particular people challenge which you can work on throughout the programme. It is recommended that you access a mentor to support you in choosing a project. This could be a senior HR or OD professional within your organisation or system.
- You will also be required to complete a pre and post programme OD self assessment to help you identify key areas of strength and development.

Programme Dates

Cohort One:

- 26 September 2023
- 18 October
- 8 November
- 5 December

Cohort Two:

- 27 February 2024
- 21 March
- 16 April
- 15 May

All sessions are 9.30-12.30 apart from session 4 which is 9.30-11.30