Dear Colleague,

**Expressions of Interest (EOI) are invited for the Yorkshire and the Humber Leadership Academy - *OD Essentials Programme – An introduction to organisation development 2018 - 19.***

Yorkshire and the Humber Leadership Academy has commissioned Hart Consultancy to run a three-day ***OD Essentials Programme*** for 20 OD Practitioners in the region. The aim of the programme is to provide participants with an introduction to OD and is ideally suited to practitioners who are new to the field or who would like to enhance their practice with some theoretical underpinnings. This interactive programme will be delivered over a 13-week period enabling participants to apply their learning between each session. The programme will help participants to:

* Gain an understanding of the historical context of OD and explore how this may relate to their own career journey
* Consider differing modes of change agency and where OD fits within the wider change management context
* Be introduced to the OD consultancy cycle
* Understand action research as a key approach within OD work
* Explore how data from the field of practice is used to inform intervention design
* Be introduced to the difference between diagnostic and dialogic OD
* Gain an understanding of OD evaluation and measurement
* Reflect on their own practice and apply the learning in practice

Participants will be required to track their own ***impact*** and ***learning*** as well as contribute to an evaluation of the programme itself.

We are looking for people who:

1. Currently have a role as an OD Practitioner and are involved with delivering change in support of their organisation’s and wider health economy’s goals.
2. Have a senior sponsor who will endorse their application; ensure that they are able to identify and describe the impact of their learning on their current change work; and continue to apply their skills in future.
3. Reflect the diverse nature of the NHS, including participants from a wide variety of backgrounds and who bring different experiences, perspectives, and insights.
4. ***Must be able to attend all 3 days*** and have the scope to apply the learning from each session to their own practice between events.

Delivery dates, Leeds venue to be confirmed:

**Day 1 – Thursday 13th December 2018**

**Day 2 – Wednesday 9th January 2019**

**Day 3 – Thursday 7th March 2019**

**To apply**

We anticipate that this will be a popular programme therefore your expression of interest must be able to demonstrate you meet the criteria above.

Please send your expression of interest to [leadershipenquiries.yh@hee.nhs.uk](mailto:leadershipenquiries.yh@hee.nhs.uk) On receipt an application form and monitoring form will be issued for completion.

**Timetable for application process**

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| --- | --- | --- | --- | --- |
| Deadline for Expressions of Interest | Application and monitoring forms issued | Deadline for completed application forms | Successful Participants notified | Pre-work & evaluation criteria issued |
| 26th September | 28th September | 31st October | 5th November | 12th November |

If you have any questions about the application process or the programme itself, please contact Amanda Reszczynski on 07918 364 052

Kind regards,

Yorkshire and the Humber Leadership Academy