

Building OD Capacity and Capability

What are the aims of the programme?

Workforce Scotland aims to build organisational development capacities and skills to support transformational change in public services, fostering a culture of collaboration within the [OD and change community](#).

Programme Elements

The development programme this year is to build OD capacity and capability across Scottish public services focuses on three things:

Resilience

Workshop 1 - Introduction to Leading the Resilient Organisation

This introduces the subject of resilience and shares evidence from the research on what resilience is, and how leaders build and sustain their resilience in the workplace.

Workshop 2 - Resilient Leaders

This enables people to explore their own personal resilience, the conditions for this to be built and sustained, and the barriers to these conditions.

Workshop 3 - Leading for Resilience

This explores all sides of organisation's resilience. Essentially it enables people to get underneath the skin of their organisation and how its resilience is manifest or not.

OD Community of Practice for Health and Social Care Integration

This is a group for OD Leads and practitioners, and learning and developments leads across NHS Boards, Local Authorities or Third Sector organisations who are involved in supporting the development of Health and Social Care Partnerships.

The OD Community of Practice for Integration is facilitated by NES and SSSC. It connects to the wider work of Workforce Scotland. The OD COP for Integration provides Webinars and network meetings to enable people to share and learn together and from each other. Events are listed on the [Knowledge Hub group](#), and the Workforce Scotland [website](#).

Facilitation 'pool' for Pioneer Programme

A small and ever changing pool of experienced organisational development practitioners has been identified to support pioneering leadership work which is being supported through the Workforce Scotland collaboration. The facilitators meet regularly to share experience and learn new techniques.

Who is the target audience and how are they selected?

If you have some responsibility for organisational workforce development, or the professional development of others, then these OD capacity building opportunities are for you. Backgrounds are likely to be varied across public services (e.g. training managers/ organisational development leads)

What is the level of commitment expected?

Commitment is dependent on the intervention. Workshops are usually a half or full day, attendance is optional, and we try to have 3 or 4 per year. Webinars last approximately an hour, and again, participation is optional. The Knowledge Hub community is available for members to access as and when there is a need. With all the offerings, our only ask is that participants honour the commitments they have made to attending and participating, in order to make the best use of our shared resources.

What happens when the programme ends?

The OD Community of Practice is an ongoing programme of events. Each specific element is evaluated and a rolling programme of needs assessment is carried out to inform the next years programme.

Get involved

To get involved, please email info@workforcotland.com. For more information on Building OC Capability and Capacity, and Workforce Scotland please visit:



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www.workforcotland.com



Workforce Scotland

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