

**NHS North West Leadership Academy (NHS NWLA) OD System Level Competency Validation Project – Project outcome brief Oct 2017****Background to the project**

The NW region is at the forefront of public sector transformation in England and as such needs to deploy its OD capacity effectively and wisely by nurturing and developing its talent. Ensuring the continued availability of high calibre OD professionals within the public sector is crucial to our transformation agenda. The NHS NWLA OD Competency Validation Project - is intended to support the identification, self- assessment and development of the talent pipeline of OD practitioners through the development of the OD Competency Validation Process.

**Key Objectives of the project:-**

1. To design an approach in which OD practitioners are able to demonstrate their competence in the field of practice.
  - Dr Maxine Craig developed and facilitated a workshop in June 2016 which was a key part of the testing phase, for Phase 1 – [Making your claim of competence](#) – Enabling OD practitioners to understand the process of making a claim of OD Systems level of practice and competence and for the NHS NWLA to pilot the validation process for those claims.
2. To enable the system wide leadership to appropriately deploy its internal OD capability to support the transformation which is underway across all public services in the North West.
3. To enable the NHS NWLA to provide the necessary support and development for OD practitioners undertaking the system level OD work.

**Approach to the project**

At the end of the June workshop a small number of OD participants made their verbal claim that they were either '**System ready**' (working with multiple organisations and stakeholders, on the transformation programmes underway in the region) or would be '**With development within the next 12 months**'.

Phase 2 - of the NHS NWLA OD Competency Process '[Validating your claim](#)' resulted in 4 Senior OD professionals submitting their OD Competency claim for Validation at a 'System Level' of practice. The purpose of this was to enable the NHS NWLA to successfully pilot the OD Competency Validation concept and process. The participants utilised the NHS NWLA OD Competencies & CIPD (2015) Profession Map Behaviours. Colleagues started in Feb 2017 to gather their evidence-based portfolios in preparation for making their claim of competence and were supported by the NHS NWLA to be ready to submit their portfolios for review internally and then externally by a NHS NWLA 'external' expert panel of OD System level practitioners.





Once submitted they attended a validation panel consisting of National and International Senior OD practitioners /Occupational Psychologists/Behavioural Science specialists and Transformation Experts. The individual outcome from the panel is identified in the letter included with this project brief and has meant that we have now got the beginnings of a National OD Systems Level Talent pipeline. This OD Systems level OD Talent pipeline will be further developed with the NW and National participants on the 'National OD Claiming Practice pilot' that has also just commenced and is being informed directly through the outcomes of the NHS NWLA pilot.

### **Benefits of the approach**

Ultimately the benefits of undertaking this project will include helping to professionalise OD, provide a self- assessment process to help OD practitioners assess current competency, identify development needs, support the recruitment of OD practitioners across the North West and if utilised widely across the North West help to identify our Talent at a Systems level of practice to begin with and readiness of that Talent to support the developing health and care landscape.

### **Next Steps**

Our next steps involve the third objective of the project ie, '*To enable the NHS NWLA to provide the necessary support and development for OD practitioners undertaking the system level OD work*' and will be ongoing through next year with the national project. **We would welcome your support to the project in terms of highlighting development opportunities both within and across footprints where this is appropriate and would be very pleased to discuss more about this project in the coming months.**