

NHS NWLA OD Claiming Practice

The NHS North West Leadership Academy (NHS NWLA) empowers people in the North West to secure better health, care and wellbeing outcomes through leadership. Wherever opportunity lies, within the system and across diverse communities, we work to develop compassionate leaders and the conditions for inclusive, future focused leadership.

About the project

The **OD System Level Competency Validation Project** started at the NHS NWLA in June 2016 and involved designing an approach in which OD practitioners are able to demonstrate their competence in the field of practice. The programme was designed to identify and develop existing and potential System Level OD practitioners.

The OD Competency Validation Project was 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:

- To design an approach in which OD practitioners are able to **demonstrate their competence** in the field of practice.
- 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.
- To provide the necessary **support and development** for OD practitioners undertaking the system level OD work.

Approach to the project

Phase One: Making your claim of competence

For Phase one, Dr Maxine Craig developed and facilitated a workshop which was a key part of the testing phase. This enabled 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.

At the end of the Phase 1 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 Two: Validating your claim

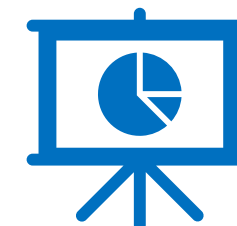
Phase two of the project resulted in senior OD professionals submitting their OD Competency claim for Validation at a 'System Level' of practice. The purpose of this was to enable the NHS NWLA to successfully pilot the OD Competency Validation concept and process. Participants utilised the NHS NWLA OD Competencies & CIPD (2015) Profession Map Behaviours. In February 2017, colleagues started 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 an 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.

Outcomes

The benefits of undertaking this project included:

- Helping to assure the work of OD practitioners
- Providing a self-assessment process to help OD practitioners assess current competency and identify development needs



Key Resources



Read more

Read our Leader articles from **Autumn** and **Winter 2017** for more about the development of the project and the participants' experience.

OD on Tour: Postcards from America

In October 2018, Deborah Davis (Former NHS NWLA Managing Director) and colleagues attended the ODN Annual Conference in Virginia, USA. Hear Deborah's reflections and feedback from the four day international conference via a series of digital postcards.



[Access the full playlist](#)



View the poster

Take a look at the poster, presented at the 2018 ODN Annual Conference for more information on the project and results.

For more information please email nwla.info@nhs.net