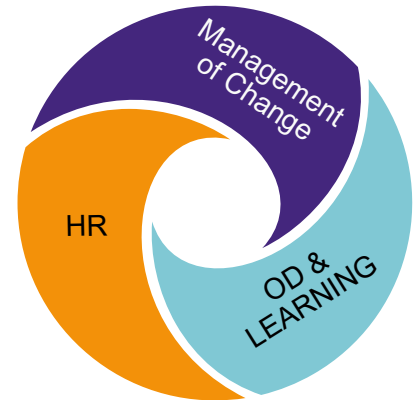


What is Organisational Development? (OD)

Our mission is to build capacity & capability in SWBH Trust so that all people will successfully navigate the move to MMUH. With our specialist backgrounds in human behaviours & organisational systems, we can help teams to discover where support and growth is needed and work together to co-create impactful interventions to support agreed desired outcomes.

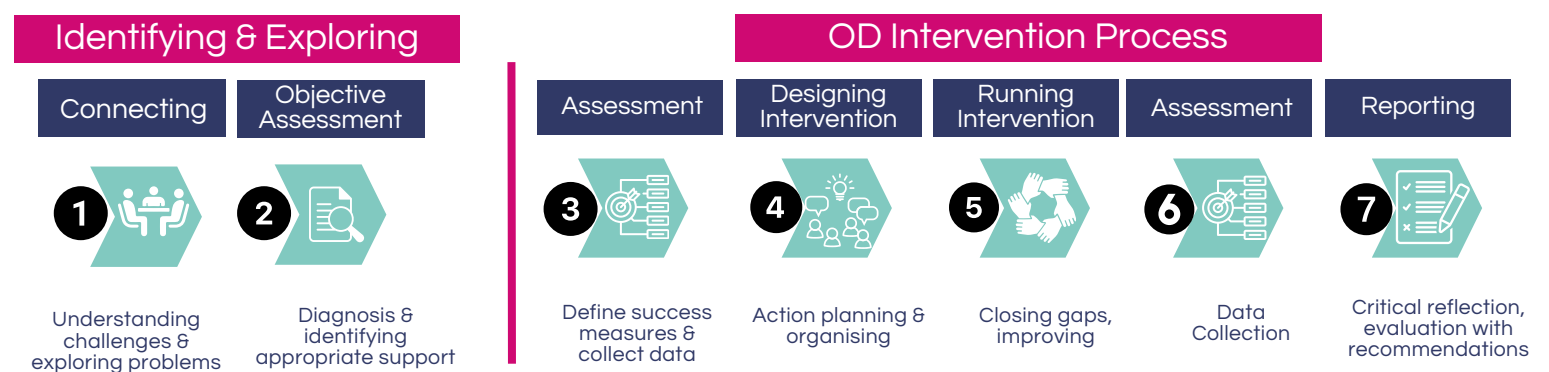
Organisational Development usually involves a series of planned interventions designed to enable development and ultimately the survival of an organisation. It happens at 3 levels, **individual** (behaviours / coaching etc), **teams, groups or services** (workshops and small group work) and **organisational** (strategy/processes/systems/policy etc). All 3 levels work together and impact on each other. For example, change at a team or Trust (organisational) level won't work without change in the individuals.

Who are we?



<p>Meagan has 20+ years of experience in sustainably transforming people services and leading workforce transformations including at system level, implementing evidence based interventions to improve engagement, staff wellbeing and developing compassionate and inclusive cultures. meagan.fernandes@nhs.net</p>		<p>Meagan Fernandes Director of People & OD</p>			
<p>Catherine has a Board level background in the NHS & Local Government & more than 20 years' experience of HR & large-scale service transformation & redesign. Her expertise lies in employee engagement & empowering those around her to make positive changes for the benefit of the organisation & its service users. catherine.griffiths27@nhs.net</p>		<p>Catherine Griffiths Quadrant Lead Management of Change, OD & Culture</p>			
<p>Lisa Carver In-house OD Consultant</p>	<p>Sarah Johnson In-house OD Consultant</p>	<p>Dee Gibson-Wain In-house OD Consultant</p>	<p>Nora Parsons Interim Head of OD & Learning</p>	<p>Zanneta Neale Senior Organisational Development Practitioner</p>	<p>Richard Burnell Organisational & People Development Specialist</p>
<p>Lisa is a team & leadership coach who specialises in empowerment, change, team conflict & dynamics. She draws from her background of leading numerous complex high pressure teams through change & from designing & delivering numerous challenging OD programmes for NHS organisations in recent years. lisa.carver@nhs.net</p>	<p>A systemic team coach and OD specialist with experience of 20+ years supporting NHS Trusts. A leadership coach & supervisor who has led many complex OD projects & believes that Leaders & Managers in our NHS deserve to have the support & development needed to provide our valuable services in today's complex & challenging environment sarah.johnson162@nhs.net</p>	<p>Caring and committed OD practitioner and leadership coach (and coach supervisor) with over 33 years' experience in the NHS, both as a senior leader and OD consultant. A strong commitment to work with colleagues' values, motivation and potential to achieve positive results. dee.gibson-wain@nhs.net</p>	<p>Nora has a wide range of HR, L&D & OD experience across the private and public sector and has worked for Sandwell & West Birmingham NHS Trust for many years. She is an expert in Learning and Development and Organisational Development and is passionate about supporting people and organisations. nora.parsons@nhs.net</p>	<p>A Chartered Occupational Psychologist, specialising in leadership. Zanneta has spent 20+ years applying the science and art of psychology, working with leaders across all sectors. Specifically focused on helping leaders build better relationships with themselves and those they work with. zanneta.neale1@nhs.net</p>	<p>I provide one-to-one coaching, ARC leadership development training and deliver the compassionate caregiver programme across the organisation. I also specialise in supporting leaders when managing individuals or teams in need of development. richard.burnell@nhs.net</p>

The Organisational Development Process



Organisational Development support will initially focus on our high priority transformation areas.