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**BETTYS & TAYLORS GROUP**  
A GREAT YORKSHIRE FAMILY BUSINESS

 **NORTH STAR**  
Creating homes, building futures

  
**oasis**  
School of Human Relations

# What's going on?

An online applied learning initiative for intrepid internal Organisation Development Practitioners & Change Leads in these turbulent times

## WHY NOW?

The consequences of the on-going economic and social uncertainties as we live with the COVID pandemic, the urgency of the climate emergency, and the Black Lives Matter movement, continue to accelerate the challenges facing organisations more than ever before. Many of the structures, ways of working and mindsets we used to rely on are either crumbling or strengthening in their resolve. Existing issues and questions have been amplified and new ones are emerging. Fresh and bold ways of thinking, relating and working together are needed more than ever. The possibilities and challenges this raises for internal Organisation Development (OD) Practitioners and Change Leads has never been greater.

## WHAT IS IT?

We invite you to join a series of facilitated inquiry sessions over a sustained period to help resource and sustain you whilst you make sense of this ever-changing landscape. These sessions will provide a safe space to step back and take a breath with a group of committed peers to consider 'what's really going on?' - in your practice, your organisation, the wider system. It offers a chance to deepen your questions, make meaning and experiment with new insights and ideas to apply back in your organisation.

Our approach is informed by 'Whole Person, Whole System Learning'. This gives attention to the person, the system and the relationship between them, helping you to be curious about and work with the inevitable unknowns, ambiguities, paradoxes and opportunities that these times provoke. It provides head and heart spaces to listen to yourself and others, widen your lens and explore different perspectives, awaken potential and choices, and to re-imagine the future.

These sessions are fully sponsored by Oasis School of Human Relations, Bettys and Taylors Group and North Star Housing Group and therefore provided at no cost to participants. We are all passionate about learning what's really essential for organisations where people, planet and relationships matter, and are committed to making a difference.

## WHAT'S INVOLVED?

We'll co-create our core themes in the first two sessions with a 'deeper dive' in subsequent six sessions - through a mixture of peer learning and collaborative inquiry, fresh thinking, creative and embodied approaches, conversation starters, experimentation in the 'here and now' and 'do-groups' to keep learning grounded and relevant. Group participants will be drawn from twelve organisations from a variety of sectors and contexts to maximise learning.

## WHO'S IT FOR?

You are likely to have 5+ years of experience in leading change and organisation development and you might be one of the following:

- In-house OD practitioner/consultant, developer, leads and heads of OD
- Internal People, Culture and Change lead
- Strategic OD/HR business partner wanting to integrate more OD
- CEO or Executive Chair of an SME holding the OD role

## REGISTER HERE

To register interest, please sign up here by 19th July 2021. Successful applications will be on a 'first come, first served' basis.

FIND OUT MORE

## WHAT'S IN IT FOR ME AND MY ORGANISATION?

- Bespoke and experimental learning and action to address your organisation's specific challenges that aren't built on the tired thinking of yesterday
- Access to new Ideas, practices and options to shape your purpose for people and planet
- Enhanced internal capability to navigate/handle complex change and transition
- Re-imagined ways of working to release future potential and develop a narrative for the future
- Deeper connections and cross learning from across the system with an engaged community of peers
- Support and a place to refresh and renew over a sustained period of time

## WHY ARE WE DOING THIS?

Early in the global pandemic, Oasis hosted a series of 'CEO Gatherings', with leaders from multiple sectors to explore themes, gain support and share learning. One consequence was the coming together of a small group of experienced OD leaders and People and Culture developers to understand some of the emerging implications.

We explored a number of common themes, finding that being listened to, working with our questions and having space to learn made a difference to us and our practice. Whilst we have also felt overwhelmed at times with the stop/start of lockdowns, we recognise that the need to learn and develop with peers is greater than ever and we want to extend the opportunity to others.

## PROPOSED SCHEDULE

(3 hour sessions on zoom GMT) Initial sessions:

14 Oct 21 9:30 - 12:30

30 Nov 21 9:30 - 12:30 (choice point to review)

19 Jan 22 13.30-16:30

2 Mar 22 13.30-16:30

7 Apr 22 9.30 - 12.30

12 May 22 13.30 - 16.30

14 Jun 22 9.30 - 12.30

14 Jul 22 13.30 - 16.30

## FACILITATION TEAM



Liz Goold



Nick Ellerby

Liz and Nick bring a combined experience of over 60 years accompanying organisations, leadership teams and leaders to face into uncertainty, work collaboratively and navigate complex change. Both are seasoned OD practitioners and offer a depth and breadth of experience from across different sectors and diverse contexts, in the UK and internationally, including public and Third Sector, housing associations, family businesses, international NGOs/UN, foundations and social enterprises. Both bring a rich mix of different influences and approaches. Oasis is a silver partner of the Organisation Development Network Europe (ODNE).

Liz brings a complexity and systemic orientation to her practice, working at depth in the 'here and now' whilst keeping the wider system in mind. She uses her strong inquiry, relational and dialogic skills to help create the conditions for conversations that matter, in service of people and planet. Liz has led a variety of innovative developmental processes for senior OD practitioners in the UK and Africa/Asia and supervises several OD Directors. She is an accredited leadership team coach and has a Masters in Organisation Consulting. Liz runs her own OD consultancy from Oxford and is a long-standing associate with Oasis.

Nick is skilled in designing and implementing significant culture change processes and developing key teams in support of whole organisational development. He brings an incisive capacity to work beneath the obvious whilst demonstrating a deep understanding of people, relationships and organisations. Nick takes a lead role in developing inquiries aligned with social change and innovation. He is a co-founder of Oasis, creating a radical peer-based organisation pioneering Whole Person Learning in the UK and globally. He is a senior advisor to the Globally Responsible Leadership Initiative (GRLI).

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