

HOW HOSTILE ARE OUR WORKING ENVIRONMENTS?

*A day of exploration with a special focus on the
contemporary National Health Service*

While many organisations these days are notionally committed to ideas such as distributed leadership and staff empowerment, the practical experience of those who work in those spaces is oftentimes in sharp contrast to these ambitions.

A few firms have embraced the notion of becoming a “teal organisation” or to model themselves on holacratic principles. Yet even these seemingly enlightened approaches carry with them a dark side, which it would be remiss to ignore.

The National Health Service (NHS) represents an interesting case study in this regard:

- ❖ It is committed to offering compassionate care...and yet the lived experience of its staff – from ward to Board – is of a hostile environment, as seen in the responses to its annual staff survey.
- ❖ It is a place where over half the workforce are professionally qualified...yet old-fashioned command-and-control remains the default position for managers.
- ❖ As a high reliability organisation, it is an environment where speaking up (either speaking truth to power or offering up ideas for doing things differently) is essential...but where so-called whistle-blowers continue to be ostracised.

This event – co-sponsored and facilitated by the **NHS London Leadership Academy** and **ODNE (OD Network Europe)** – will provide a vital forum for OD practitioners to discuss the workplace as a difficult place to be. We will hear directly from NHS staff, including its very senior leaders, while – at the same time – allowing for voices in the room space and time to explore the collective lived experience.

As OD practitioners, we will also challenge ourselves to reflect on the responsibility that we might carry regarding the workplace as a hostile environment – with the aim of investigating that impact and finding ways of practice that throw workplace toxicity into sharp relief.

The event will run on 16 October 2019 at a venue in Central London. It will start at 0930 for 1000 and finish no later than 1600. There will be 30 places allocated both to NHS LLA and to ODNE.

For ODN Europe Members, [register here](#)

ABOUT US...

The London Leadership Academy works in health and social care across the capital to develop systems leadership in support of the wider agenda of integration and transformation.

We do this work in three ways: through the offer of open programmes, available to everyone in the NHS who is working to deliver change; via bespoke provision, where these open programmes can be tailored to suit specific needs; and by consultancy, where we bring our extensive expertise in leadership and organisational development to bear in conversation with you so that we can help you to work through the challenges.

To deliver in this way, we have a core team of highly experienced and qualified people, alongside trusted faculty with solid track records in key areas of practice – and our extensive group of associates, people who work across the system in London and whose capabilities can be made available more widely through the LLA.

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