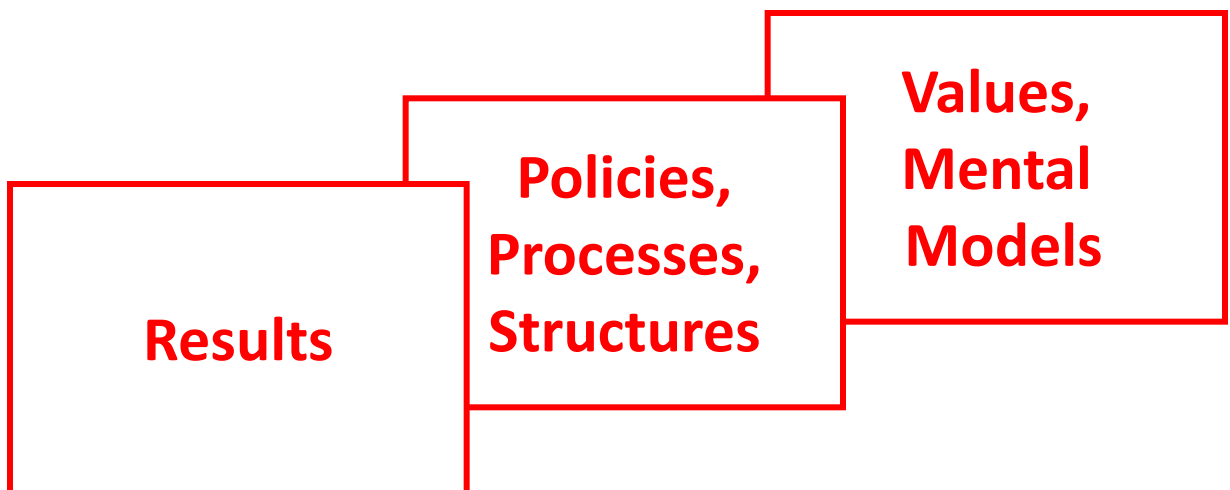


# **Civil Service College OD Forum**

**Monica Tomlin**

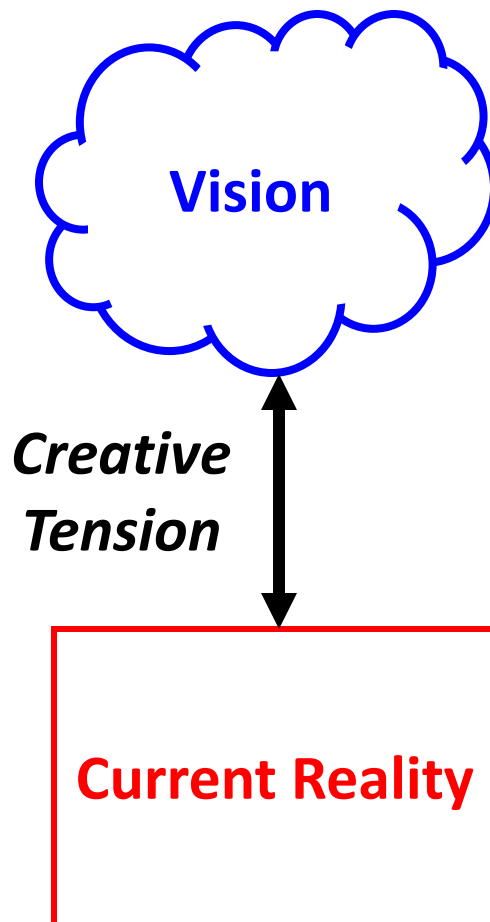
**24 February 2010**

# Organisations are Systems Designed to Create Results



# Creative Tension

## A Powerful Driver of Change

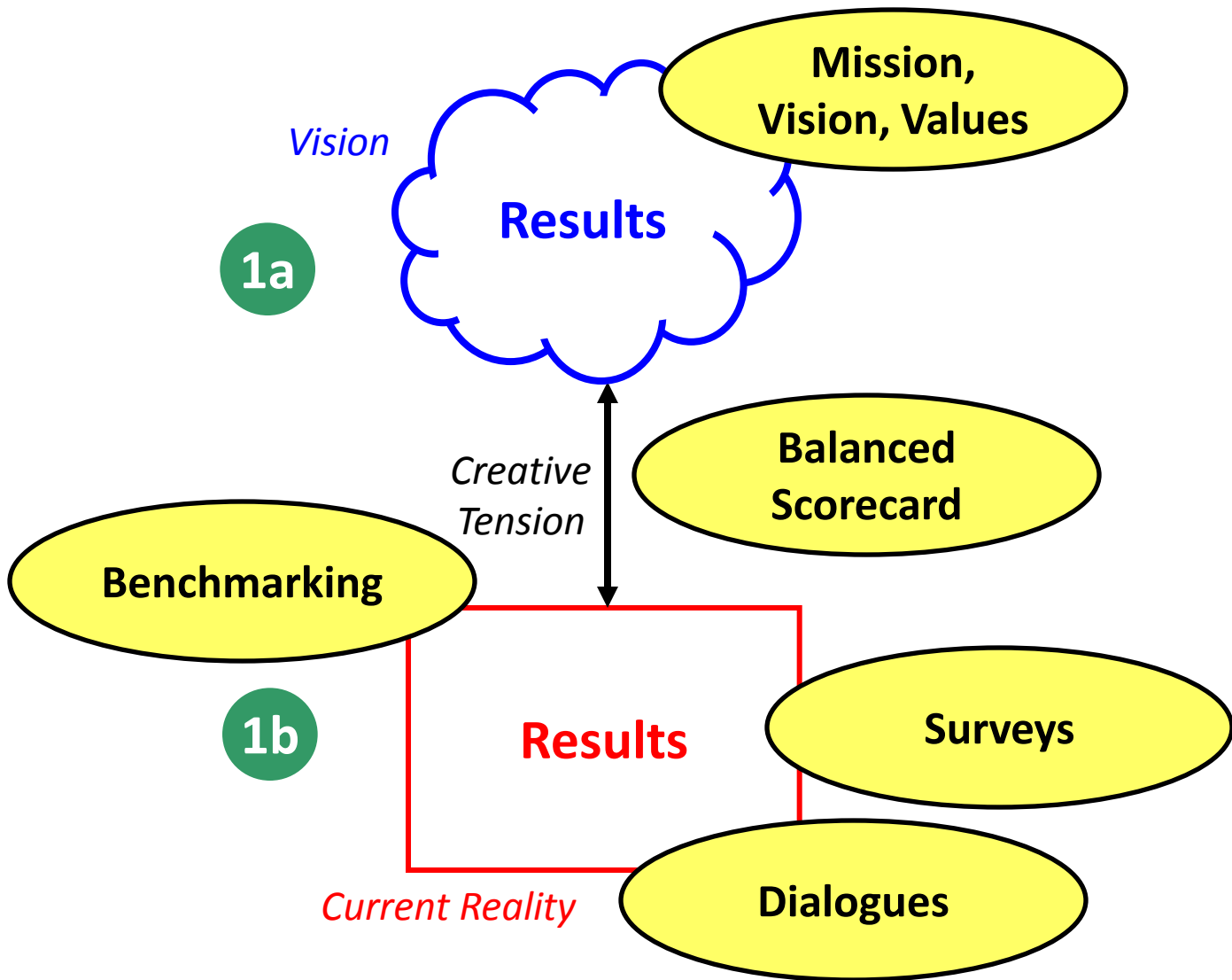


# A Role for OD:

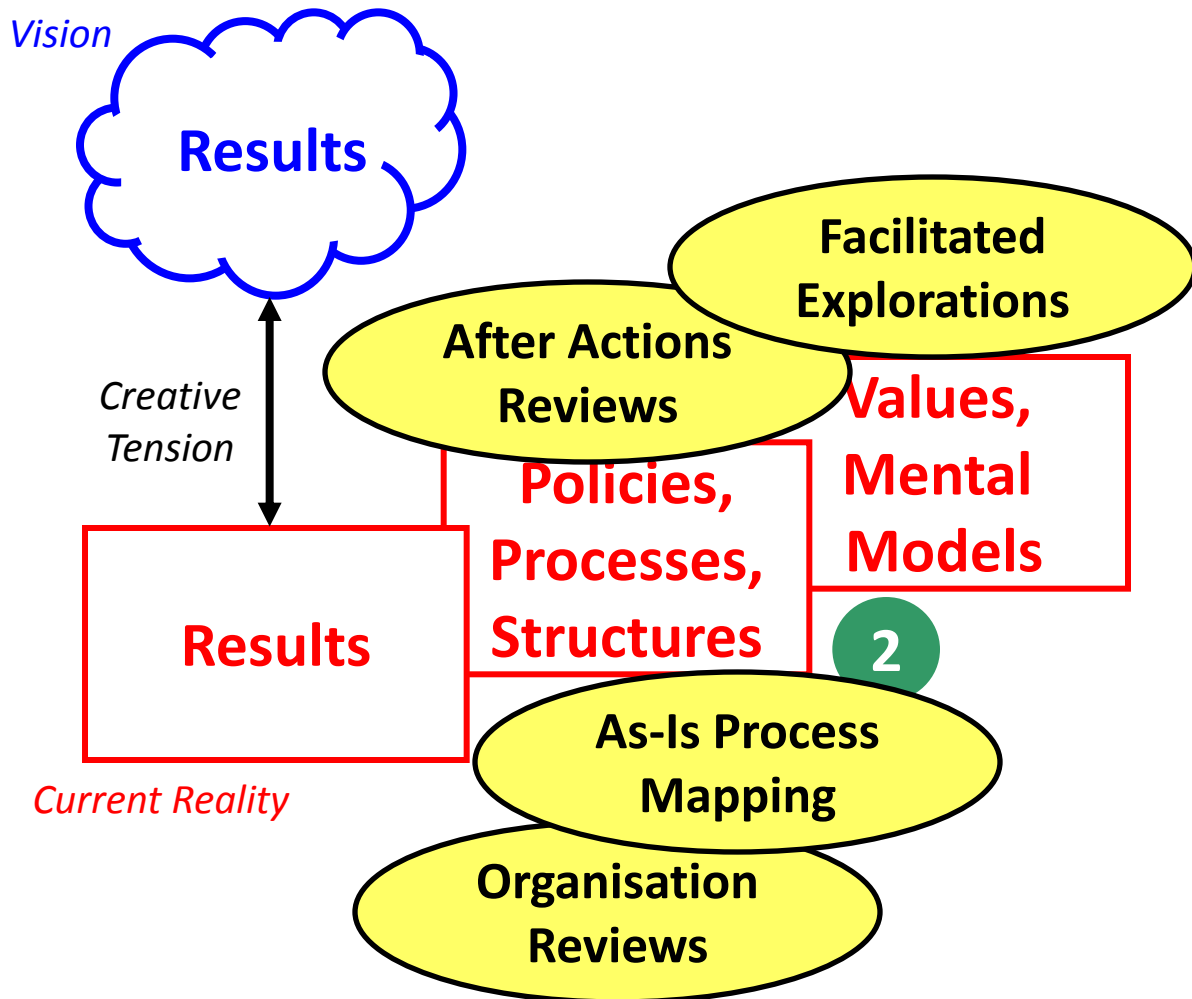
## 3 On-going Conversations

- 1 What do we *want and* what do we *have*? (Frame the Gap)
- 2 *Why* do we have what we have?
- 3 What must we *keep, build and destroy* to get what we want?

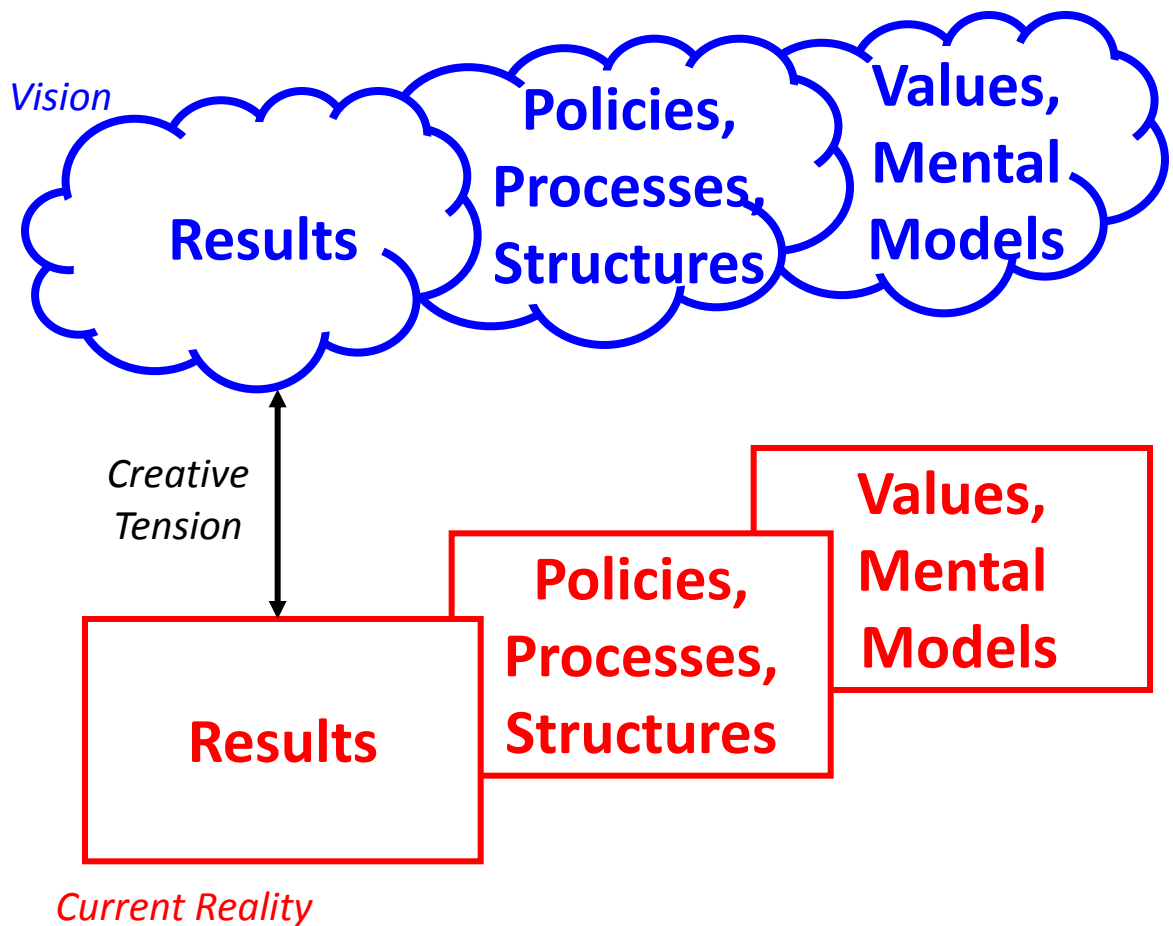
# Tools for Conversation #1



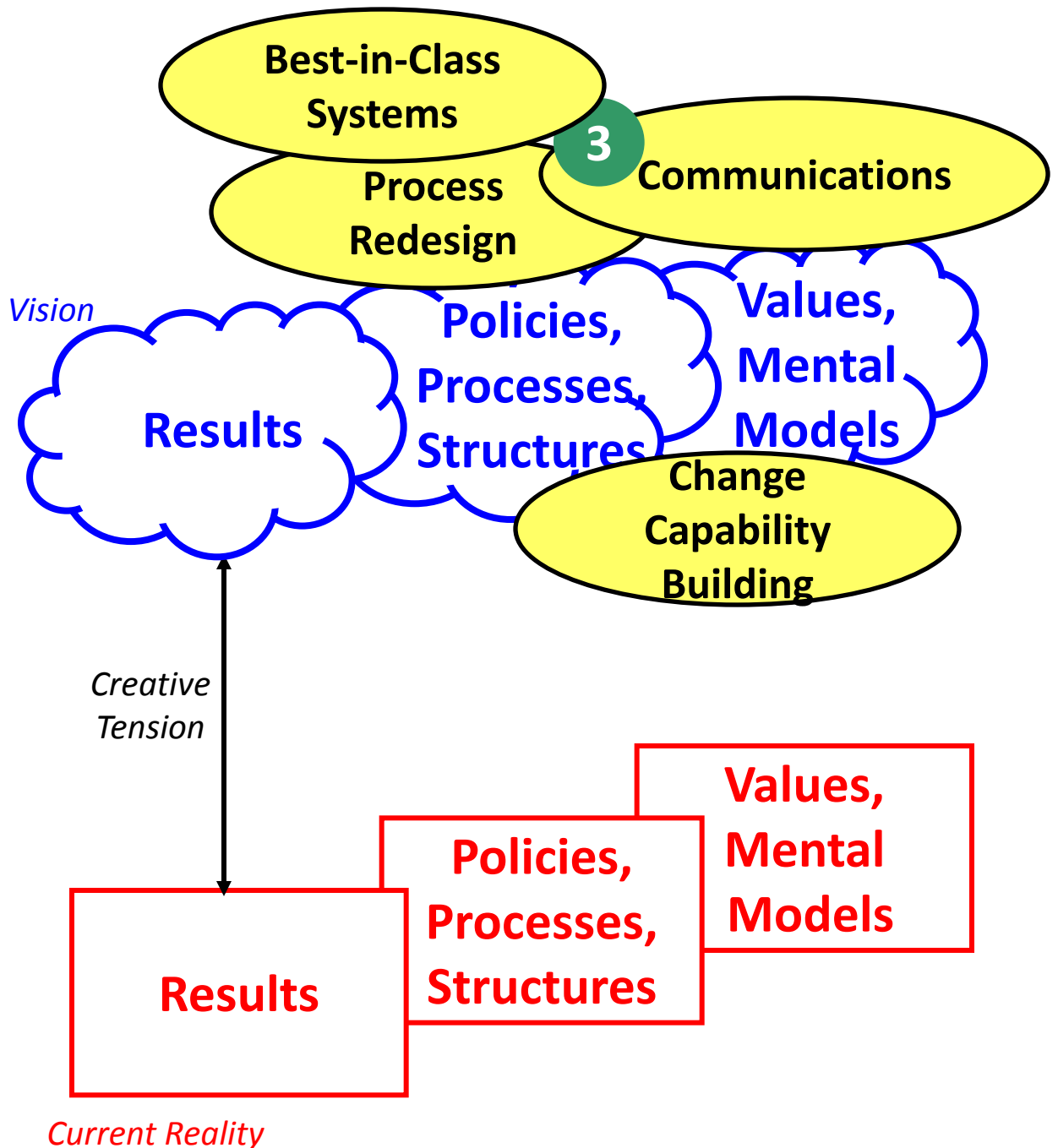
# Tools for Conversation #2



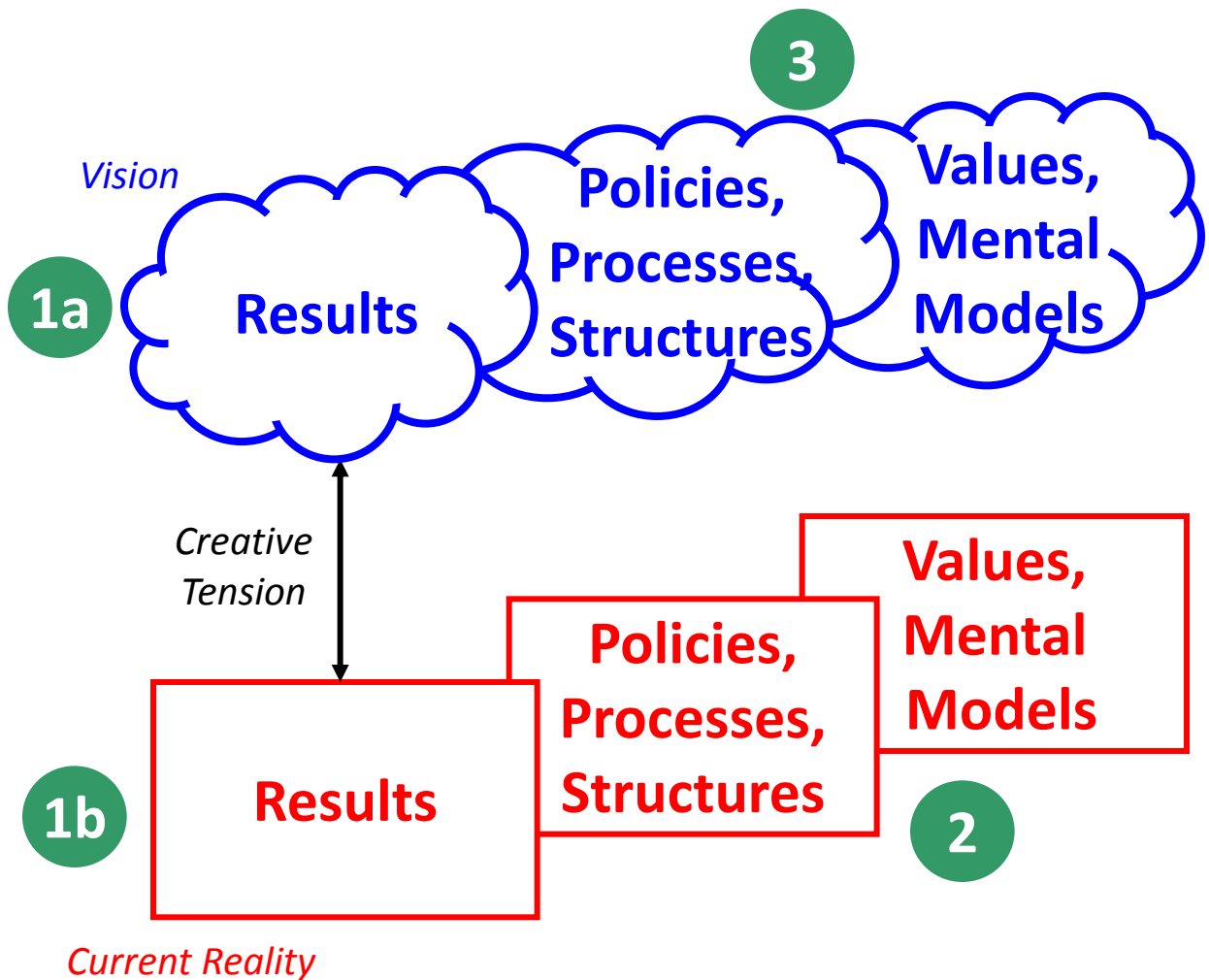
# Different Results Require a Different System



# Tools for Conversation #3



# Engaging Stakeholders



- **Take action in your circle of influence**
- **Become a resource that others value**
- **Maintain a dialogue with the leaders**