

Blog

The Housing Quality Network

January 2019

Launching the Housing Quality Network Leadership and Organisational Development Hub By Jane Atherton

I'm Jane Atherton and I'm excited to have been invited to lead on HQN's new Leadership and Organisational Development Hub.

As this is my first blog for HQN, I thought it would be helpful to introduce myself.

I'm an independent consultant with 30 years' experience of working in Organisational Development (OD) and Human Resources (HR). I have led large, multi-disciplinary teams mainly in social housing and as a freelance consultant I have worked with a wide variety of organisations from the public, private and voluntary sectors.

A Chartered Fellow of the CIPD, I'm an Executive Coach and a Coach Supervisor. I'm passionate about employee engagement and helping organisations to be the best they can be in service of their customers and their workforce.

I've been a Voluntary Board Member of a number of organisations and I'm currently Chair of Ashton Pioneer Homes in Ashton under Lyne.

On a personal note, I live in the North West with my family and enjoy walking and running.

Some thoughts on the Leadership and Organisational Development Hub

OD is more than just having the right learning and development programmes in place for your workforce. It is about creating an operating environment that means your people have the right skills, are in the right roles, at the right time. Improving the functioning of individuals, teams and organisations is at the heart of OD.

More and more organisations are existing in a context of rapid and continuous change, digital disruption and complexity. OD professionals and teams need to be at the top of their game if they are to support their businesses to achieve their strategic aims and priorities.

Over the course of 2019 I am hoping that together with members we'll be able to create a learning community space that will help to bring OD professionals and teams together from across the sector and beyond; to learn from each other and hear about new approaches within the field.

Benefits of joining the hub

- Opportunity to connect with other members to form new relationships and share good practice
- Develop the experience, knowledge and capabilities of your OD/HR team by broadening their skills, experiences and knowledge
- Access to resources blogs and toolkits
- Attendance at forums and events.

What's planned for 2019?

One of the key areas that I'm keen to launch is the fantastic coaching service that HQN can offer its members from January 2019, including:

- Access to a portfolio of qualified coaches and mentors that can support your people to achieve their targets and objectives
- Support for organisations to develop their coaching strategy, policies and procedures
- Training for managers to become internal coaches
- Continuous professional development for internal coaches
- Team coaching sessions
- Individual and/or group coaching supervision sessions
- So, whether you want to introduce a coaching culture to your organisation or you have people who would benefit from working with a coach, get in touch with us to find out more.

Peer-to-peer networking

Collaborating and learning from each other will be a big focus for the hub. We'll facilitate four forum meetings a year for hub members. Our first meeting will take place soon, when we'll bring everyone together for the first time to gather information about what hot topics you want to hear about during the year.

Access to information and resources

Members will have access to all the resources available through the hub. We'll provide toolkits and good practice briefings on topical subjects from the world of OD. Some of our early thoughts for resources include:

- Operating in a VUCA (Volatile, Uncertain, Complex and Ambiguous) world and supporting our workforces to be resilient

- Building agility into our organisations
- Approaches to change and transformation
- Employee engagement and what some of the best companies are doing on this
- Employer ownership of skills and the apprenticeship levy
- Building talent pipelines and employer branding
- Psychological safety in the workplace
- OD models and approaches
- And much more...

But we're keen to engage with members to find out about your business challenges, so the hub can help you to identify actionable solutions through the sharing of good practice, providing resources and solutions.

Conferences and events

We're very excited to be working with The Leadership Trust to bring you a series of leadership events throughout the year.

The Leadership Trust has four decades' worth of experience working with some of the UK's top blue-chip companies. Their team of experts help people to find their own leadership style, enabling people to perform under pressure and deliver results.

The Trust's philosophy is to show and coach people, guiding them to their own conclusions. It has its own leadership development assessment tool which is designed to give individuals an understanding of their preferred leadership styles and drivers.

The Leadership Trust delivers high impact experiential leadership development, which changes behaviour and transforms individuals, teams and organisations for clients across the globe. With foundations in the Special Forces, the Trust's approach has been honed over four decades with expert input from behavioural psychologists and specialists in leadership development. The Trust has worked with over 70,000 individuals covering 250 active companies each year.

Is the hub for you?

If your organisation doesn't have a specific OD team then being a member of the hub could help by giving you access to support, information, contacts and resources. If you're an OD professional working in or around the housing sector, the hub will help you find out what works for others, discuss your experiences and develop professionally.

What can you expect?

We'll be bringing you experts from within the field who can share their knowledge and experience.

We'll research what all the best companies are doing and share this with you through our resources.

There will be conversations about best practice and you'll have the opportunity to share information and network with likeminded people. Picking up new ideas and thinking about how they can be implemented back in the workplace.

Become a member...

If this sounds interesting, get in contact with us to learn more about being a member of the Leadership and Organisational Development Hub.

Email us at networks@hqnetwork.co.uk.

Call us on 01904 557150.