

The Space In Between

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**Greater
Manchester
Integrated Care
Partnership**



Welcome to Greater Manchester



The Values of OD

- Respect for Human Dignity
 - Social Justice
 - The right to choose and be autonomous
 - The importance of respect for differences
 - Democracy and participation
 - Enduring respect for the human side of enterprise
 - Equity and fairness for all – the worth of every individual
 - The right of every individual to attain their full potential
 - Informed choices based on valid information
 - Life-long learning.
- 
- A decorative horizontal bar at the bottom of the slide, consisting of a series of colored segments: blue, orange, red, teal, green, pink, purple, light blue, red, and yellow.

“OD is the application of our understanding of anthropology, psychology and neuroscience on the complexities of human, organisation and system behaviour.”



In Our Teams....

What spaces do we occupy?

Where does our expertise take us?

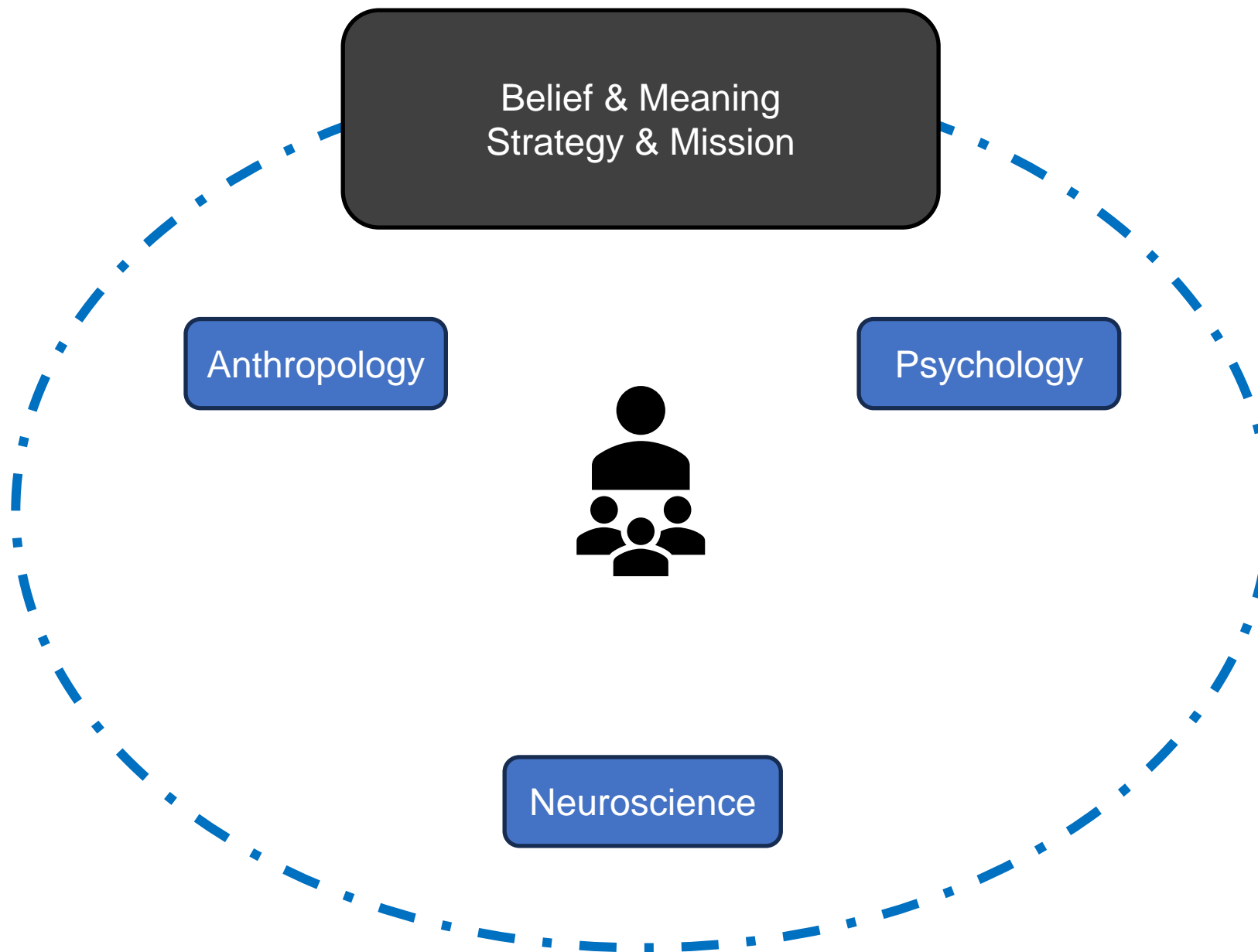
What does synthesis look like?

Can we operate effectively across systems?



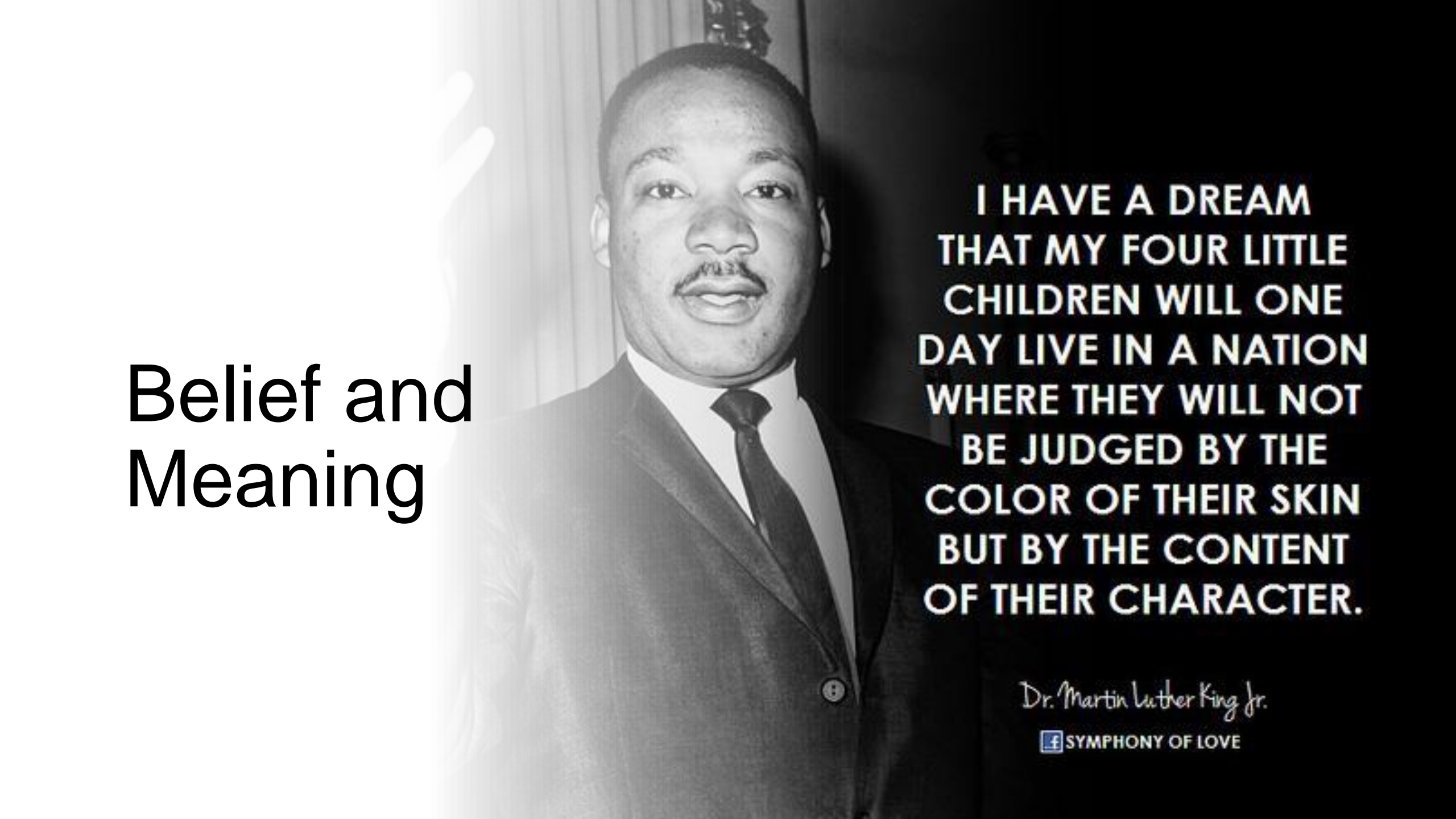
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Belief and Meaning



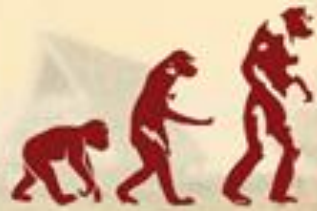
**I HAVE A DREAM
THAT MY FOUR LITTLE
CHILDREN WILL ONE
DAY LIVE IN A NATION
WHERE THEY WILL NOT
BE JUDGED BY THE
COLOR OF THEIR SKIN
BUT BY THE CONTENT
OF THEIR CHARACTER.**

Dr. Martin Luther King Jr.

 SYMPHONY OF LOVE

How did mankind become the dominant species on Earth?

Billions of years of evolution



2.5 mil
yrs ago

Other species
of *Homos* appeared



0.2 mil
yrs ago

First *Homo sapiens*
appeared



70 k
yrs ago

Start of *Cognitive*
Revolution



12 k
yrs ago

Start of
Agricultural
Revolution



500
yrs ago

Start of *Scientific*
Revolution

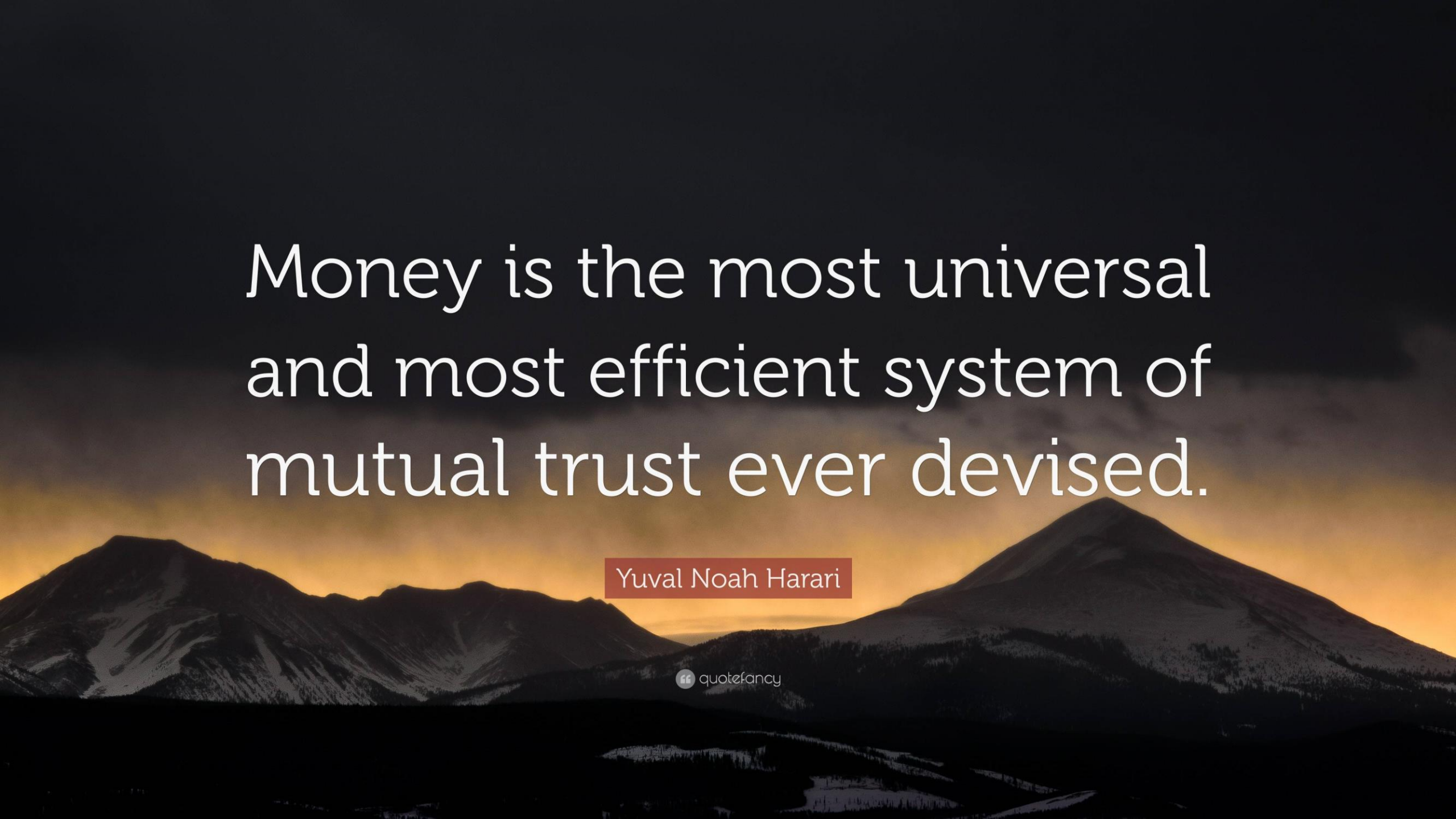


Today, *Homo sapiens* dominate the planet. Yet, we're only one of the *Homo* species that used to exist. Our time on Earth is just a speck on its evolutionary timeline.



By understanding our history and how *Sapiens* became the dominant species, we can broaden our perspectives and make more deliberate choices about our future.

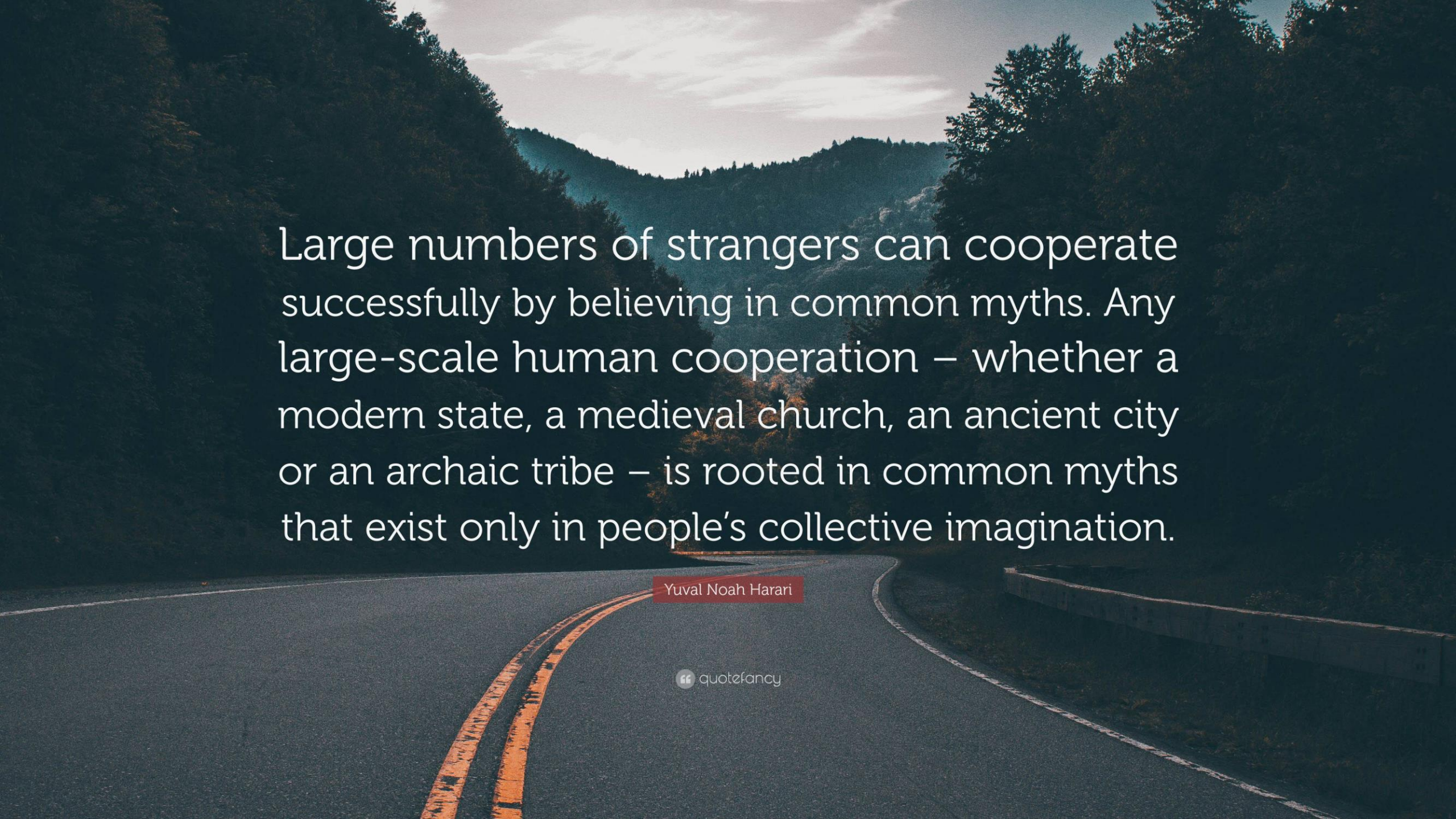




Money is the most universal
and most efficient system of
mutual trust ever devised.

Yuval Noah Harari

quote fancy



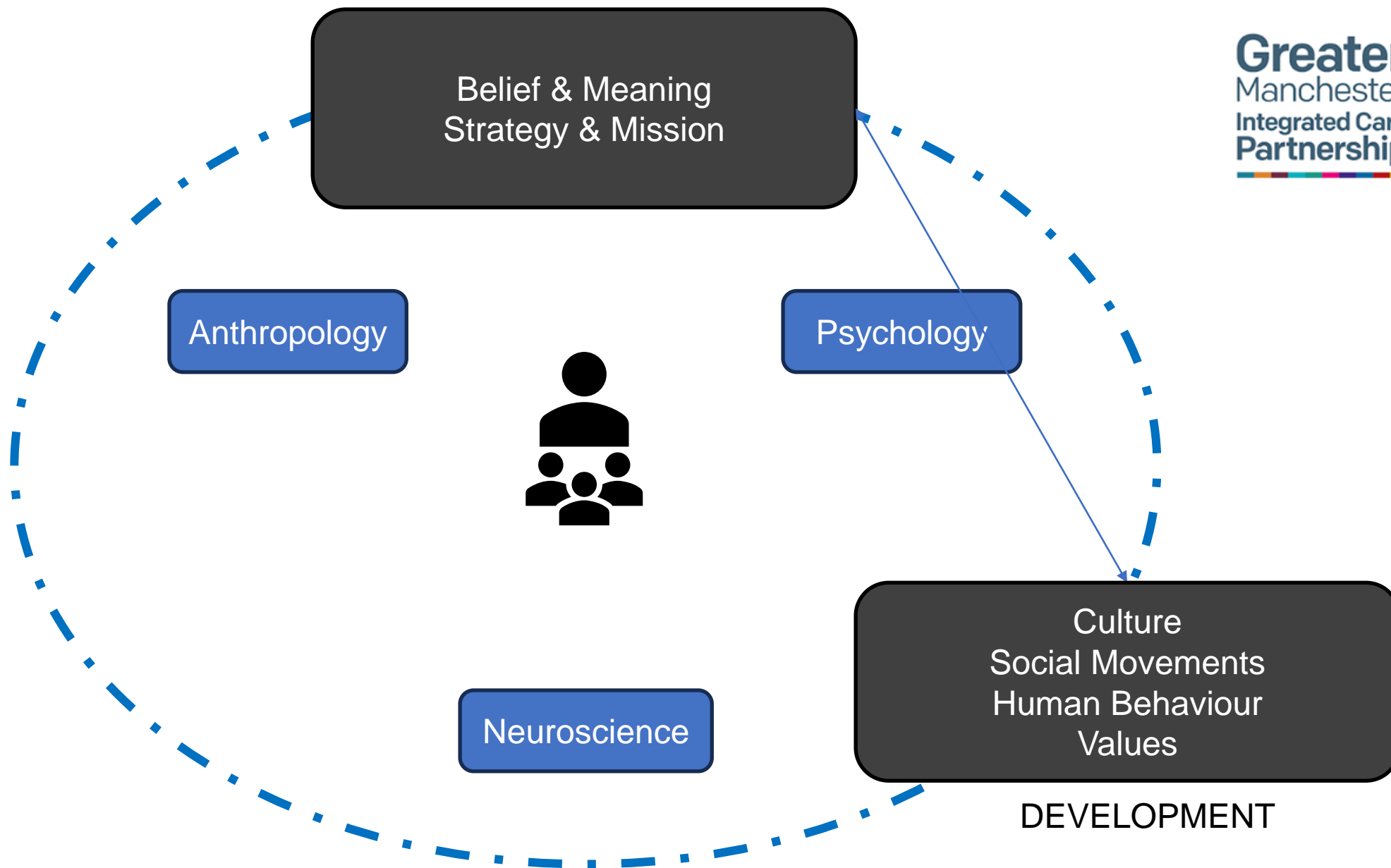
Large numbers of strangers can cooperate successfully by believing in common myths. Any large-scale human cooperation – whether a modern state, a medieval church, an ancient city or an archaic tribe – is rooted in common myths that exist only in people’s collective imagination.

Yuval Noah Harari

“ quote fancy

“How can the strategy and mission, to which your organisation or system holds, be powerful enough in the collective imagination to enable successful human cooperation? And are you and your team involved in its design and ongoing delivery?”

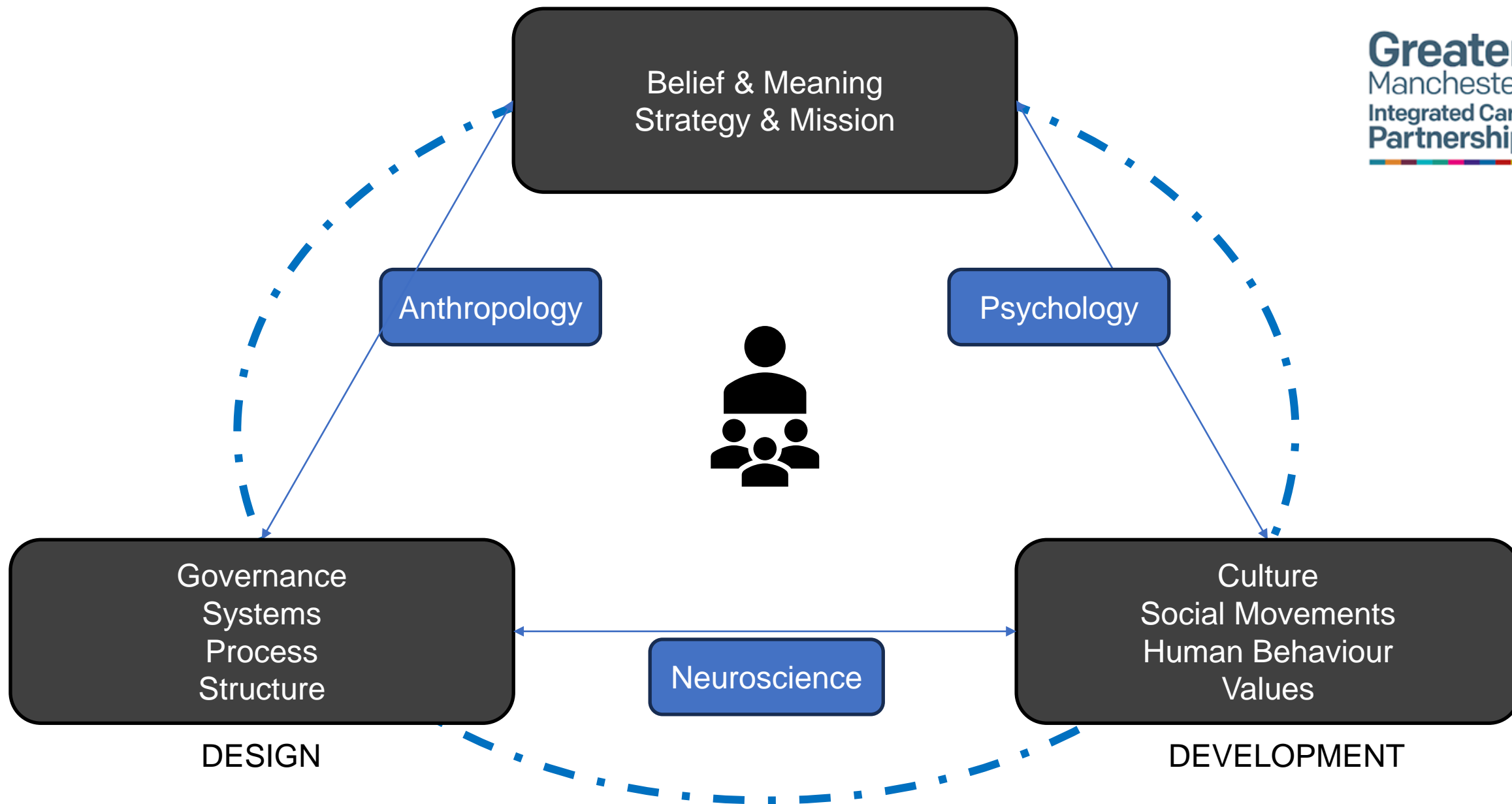




I am guessing you are involved in...

Staff Engagement
Culture and Values
Leadership Training
Staff Wellbeing
Coaching and Mentoring
Talent





I am guessing you may not be involved in...

The design of governance, systems and processes – certainly not outside of the realm of any ‘People/HR/OD’ area...

So why would it be good for you and your teams to be involved?

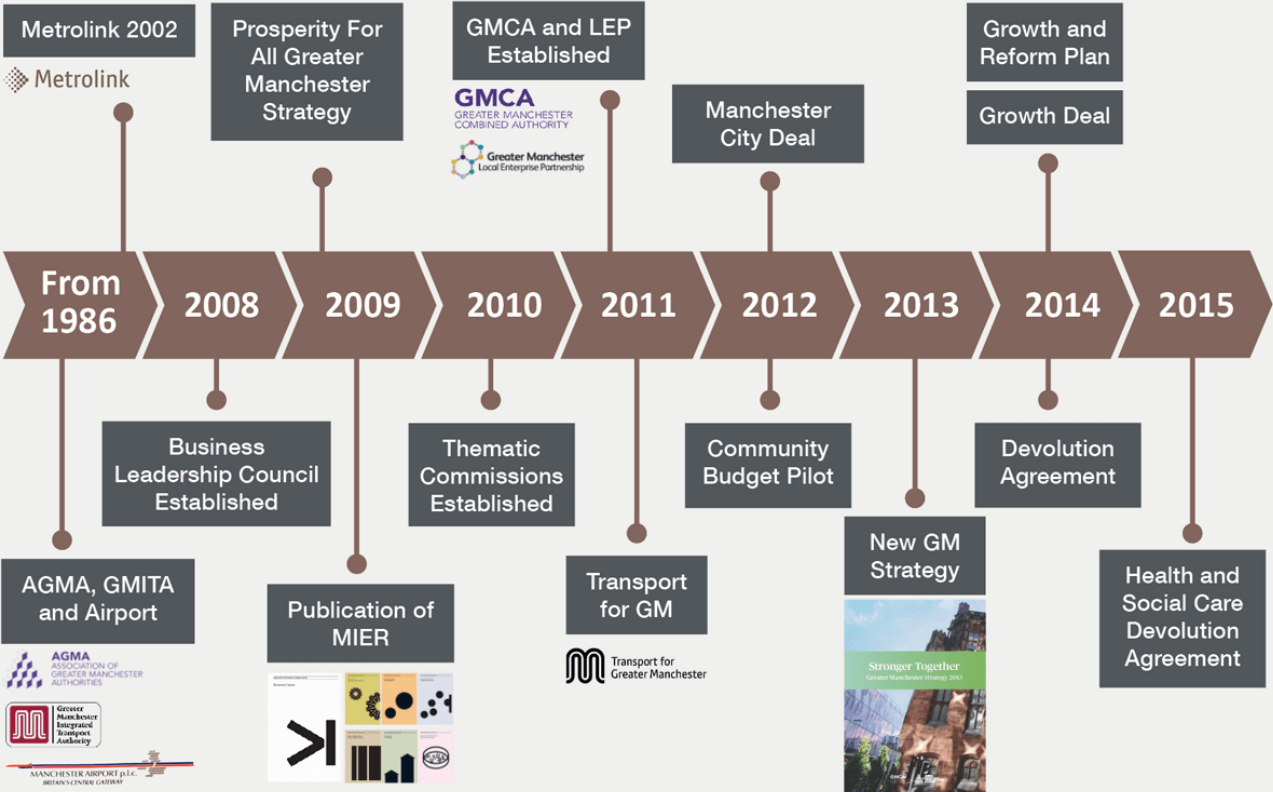






Greater Manchester – A History of Collaboration

Greater Manchester: a history of working together

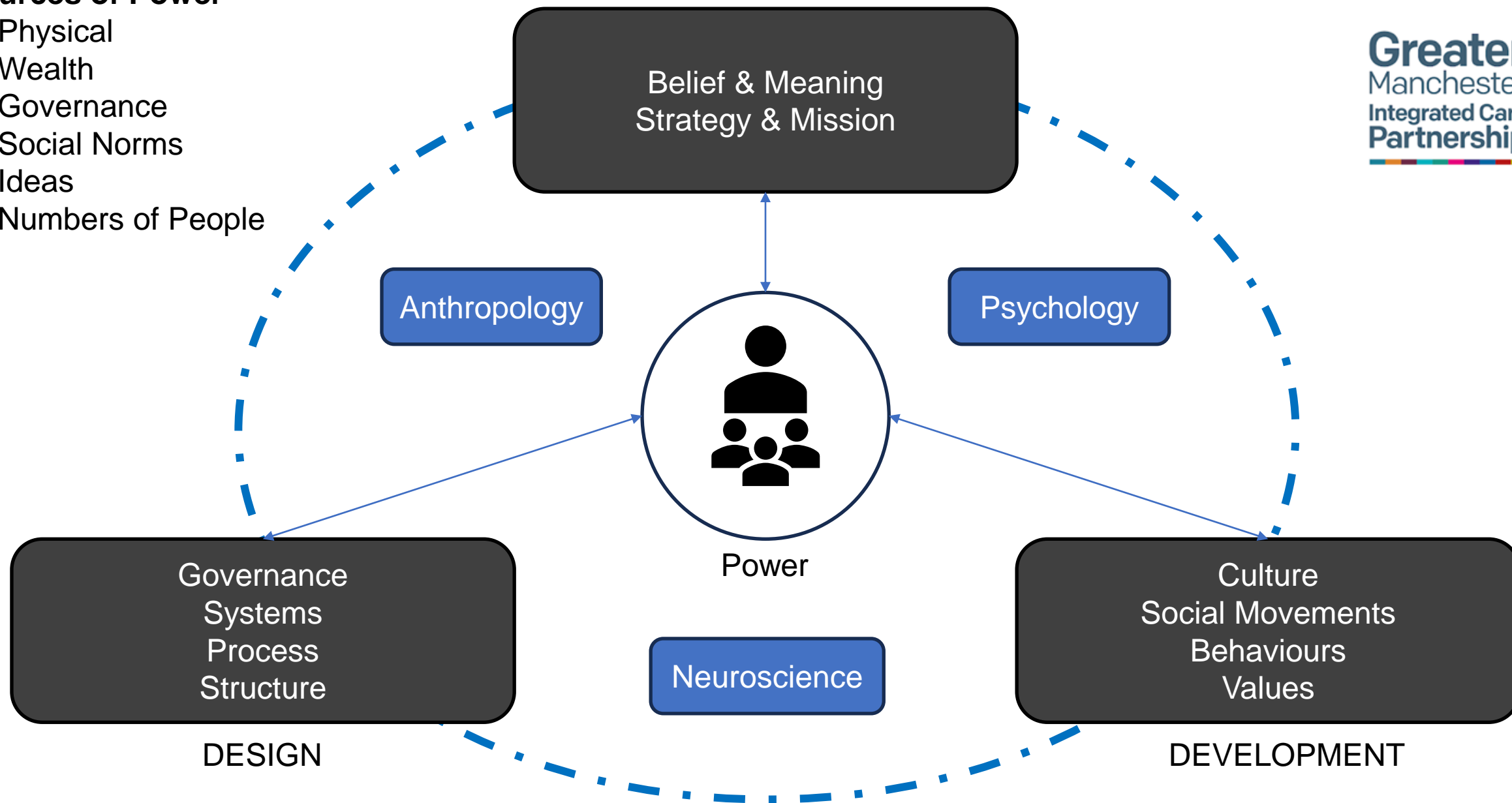


What does synthesis look like?
Can we operate effectively across systems?



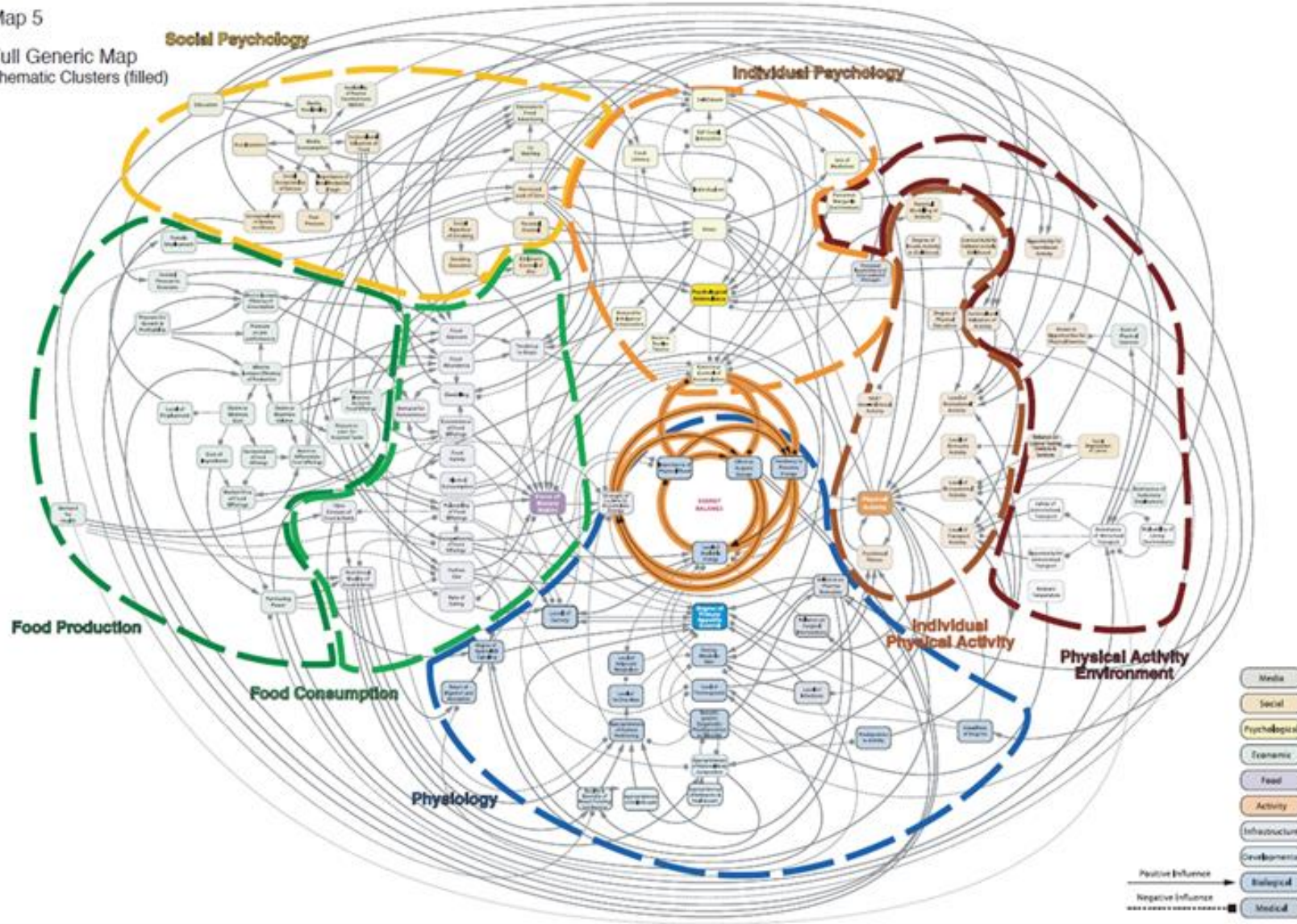
Sources of Power

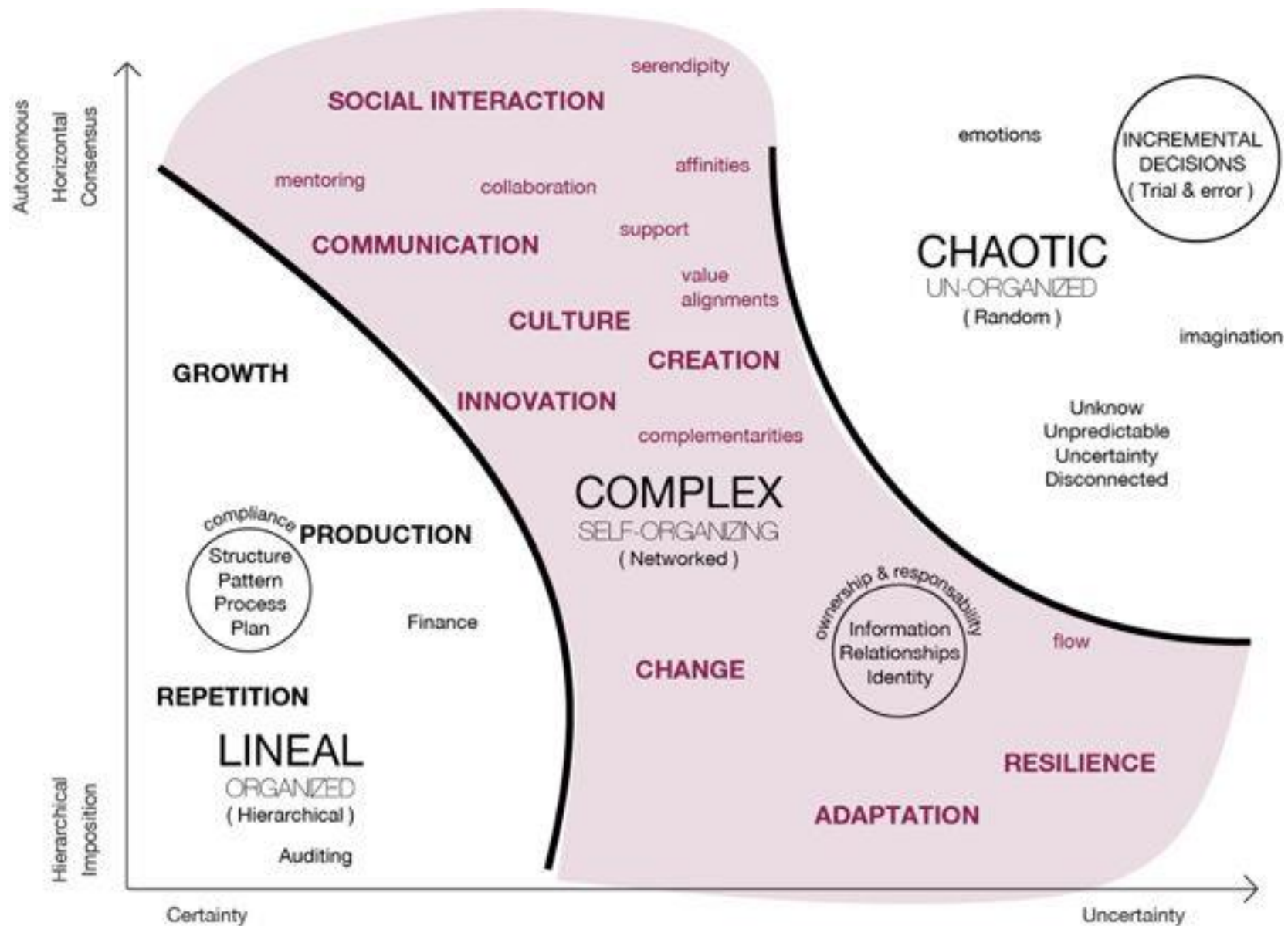
- Physical
- Wealth
- Governance
- Social Norms
- Ideas
- Numbers of People



Map 5

Full Generic Map
Thematic Clusters (filled)





THE STACEY DIAGRAMME

Describing Complex Adaptive Systems using a model from Human Dynamic Systems



The Teams I Work In