



## Organisational Development 2.0



**pixelfountain**  
creating dialogue, building relationships

"Planit workshops are one of the few development tools available to local authorities which enables managers to have fun whilst developing their knowledge around the sustainable communities agenda and providing clear messages about the improved outcomes and efficiencies which can be achieved through effective partnership working and collaboration."

**Alison Hughes, Head of OD, Wigan Borough Council.**

# Organisational Development 2.0



## Creating Dialogue, Building Relationships

**"It's the people, stupid":** pixelfountain provides a people centred approach to transformation. We help Local Authorities and other public sector organisations face the challenges of achieving more with less and incorporating local knowledge into service improvement and delivery. As a Chief Executive of a Metropolitan Borough Council once said in our workshop, "It's the people, stupid". We totally agree.

**Creating dialogue and building relationships:** pixelfountain uses learning simulations (resource management games) in workshops. Delegates take on different roles and need to work together to deliver outcomes in a virtual community. Our learning simulations bring clarity to complex problems and accelerate the development skills & knowledge. Delegates see the big picture, understand cause & effect, and develop win-win solutions. Most importantly, the approach creates dialogue and builds relationships. We support our learning simulations with other workshop activities that enable delegates to reflect on issues and start applying the learning in the real world. We can provide pre and post workshop support in the form of consultancy, tools and coaching.

**Value for Money:** We will help you identify goals and audiences, select from our innovative solutions to create a programme that we deliver or co-deliver with your organisation. With larger programmes, co-delivery can result in quite a saving. And by totally focusing on outcomes, we ensure a return on investment through the whole organisational development project.

### More from Less

Achieving more from less requires improved decision making. Our programmes enable delegates to test assumptions in a virtual world. And then reflect on how this can be applied in the real world. We encourage budget holders to achieve win-win decisions, by having a joined up approach that considers cause and effect.

Improved decisions = More from less.

### Localism

We can help Councils deliver outcomes and improved services through a shared learning experience. Our localism programmes transform local areas by creating dialogue and building relationships. The approach removes barriers and enables authentic understanding to drive decision making.

"The people were from all different backgrounds & it allowed them to work together effectively."

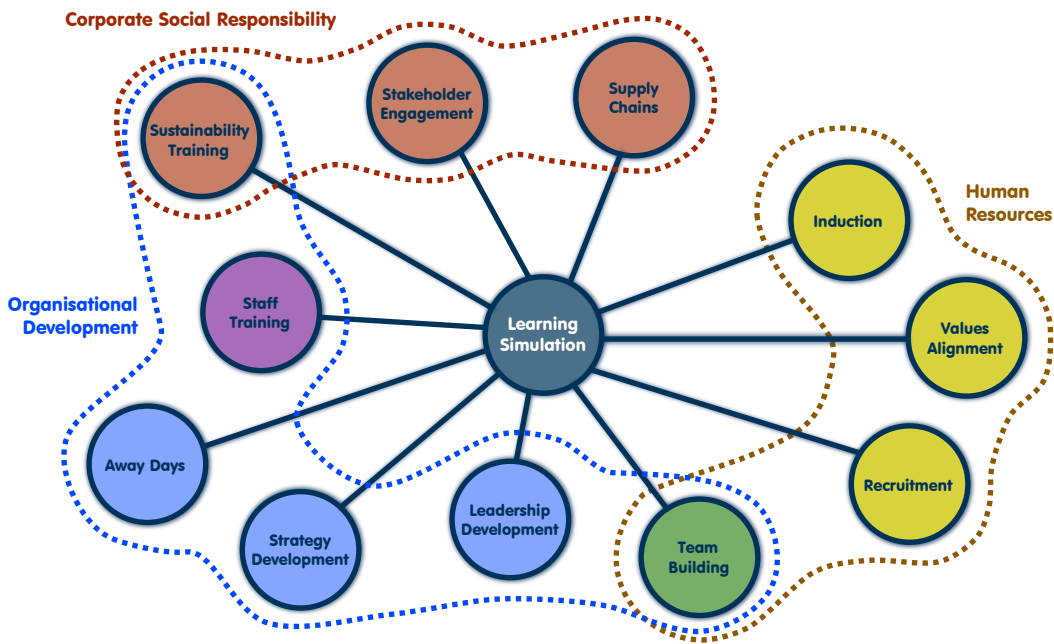
### Transformation

We can support transformation programmes with a people centred approach to:

- Relationships and communications
- Team building and breaking down silos
- Member and officer working
- Vision and values alignment
- Identifying efficiencies and value.

"Very entertaining and sends the correct message about choice and impact of services"





## Flexibility

Our learning simulations can anchor many different programmes and events.

Exercises and programmes are developed to fit organisational need and outcomes.

We can deliver the programme or co-deliver depending on what you want. Co-delivery provides for the best of both worlds: local knowledge and an independent view point.

### Induction

Anchoring a programme around a learning simulation gets everyone thinking from the off.

Member and officer induction:

- Creating a whole council understanding.
- Talent Spotting (team working ability, leadership potential, negotiating skills, knowledge and communication skills).
- Generating commitment / aligning values.
- Developing high performance behaviours.

### Learning & Development

We have expertise and products aimed at:

- Localism
- Shared services
- Sustainable Communities
- Waste Management
- Governance
- Every Child Matters
- Regeneration and Housing
- Neighbourhood Management
- Climate Change.

### Team and Partnership Working

Our programmes transform teams and partnerships by encouraging strategic thinking, joined-up thinking and collaborative working. Learning simulation based workshops allow delegates to experience "real world" problems and develop lasting relationships.

"[It] was really interesting to see how decisions impacted on the community and how to work in partnership with others to achieve results."





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“The simulation coupled with the discussion with other ‘teams’ made a welcome change from the usual death by power point and sleep inducing presentations. A well run event, which really got the message across in a stimulating and innovative way.”



### Strategic / Structural Outcomes:

- Shared Vision
- Systems Thinking
- Collaborative Leadership
- Joined up approach
- Local Area Outcomes

### People / Operational Outcomes:

- Identify Opportunities
- Understand Constraints
- Localism and Shared Learning
- Generic Skills
- Talent Spotting
- Commitment and Behavioural Change
- Members & Officer Working
- Values Alignment



To find out more about how pixelfountain can help you, contact:  
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