



Network Weaving Natter Notes

From 4/10/2022

Nurturing and Weaving Networks

Following a Network Weaving learning series offered by the Q Community introducing the Network Weavers Handbook (June Holley 2011) there was real interest to explore how we continued to develop learning to support networks and people who had a role in weaving networks. Funding from the Q Connects Programme offered an opportunity to develop ideas around the materials people would find useful to support them within their role as networkers and ideas which enabled those networks to be more effective.

What we have learned listening to what people want around skills for networking



SPECIAL INTEREST GROUP

1. Something accessible which supports networks
2. An opportunity to practice using the tools & ideas
3. A menu as diverse as their networking learning needs
4. Individual coaching and advice on Network weaving ideas

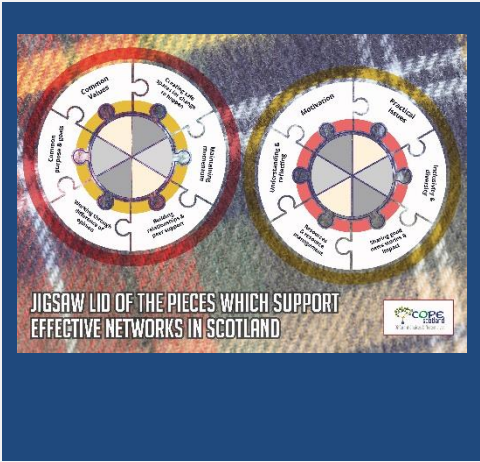
Where have we been

The activity of developing the learning program has itself been an exercise in Network Weaving as we have connected with new groups including Hexitime. This is a space where people can exchange skills for credits which can be used to ask for help in areas of interest to individuals to achieve their improvement goals <https://hexitime.com/> Establishing a special interest group (SIG) for Nurturing and weaving networks <https://q.health.org.uk/community/groups/nurturing-and-weaving-networks/> Building connections with other SIG's including Liberating Structures users group <https://q.health.org.uk/event/q-liberating-structures-user-group-4/> involvement with a QI Alumni event in Scotland focused on networking and more.

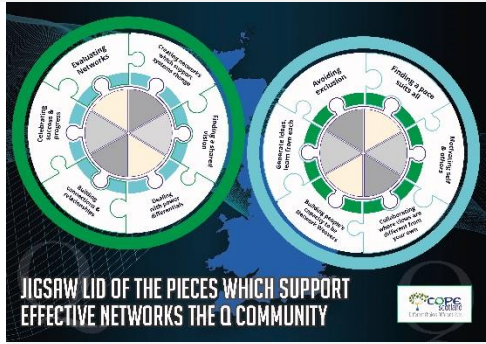
Listening, sharing, understanding, and connecting has been the focus so far, refining ideas to arrive at a place which offers something meaningful in response to what people have identified as having value for them.

Where are we now

We have identified four areas for action. In response to this we have created space within the Q community for action learning and collaboration sessions where people can practice using ideas which can help support their networks. These will run monthly, and feedback has been positive. We have created a space within the Hexitime community where people can ask and receive individual coaching and advice on Network Weaving ideas. We have listened and heard that what people want to see are resources and ideas which are easy to access and are as diverse as their learning needs and have explored various ideas around how to share that information which keeps coming back to, keep it simple and not overwhelming or difficult to mine for the information you are seeking. Create a learning culture which is a fun place which sparks curiosity, peer support and sharing



Building on COPE Scotland’s model of the Jigsaw toolkit we created a ‘jigsaw lid’ around the pieces which support effective networks. Please visit <https://www.cope-scotland.org/wellbeing-tips/entry/finding-common-priorities-matter> for larger versions of the Jigsaw lids and the instructions



What are we going

Following a successful natter with colleagues interested in Networks and Network weaving held 4th October 2022 we felt it mattered we take tangible next steps towards providing something accessible and diverse which is helpful for people developing their networks and their skills as network weavers which were as follows

Build on what we already have and know

There are excellent resources in the network Weavers Handbook, and we have June’s permission to share them, Extract and produce information sheets on the following

- Network Weaver Roles
- Assessing your Network
- Moving to Action worksheet
- Assessment of your Network’s Support System
- Opportunity Process
- Network Mapping
- Twosie Checklist
- Listening to Connect Worksheet

Also share and raise awareness of ideas which support

- Analyzing and visualizing networks
- Evaluating networks
- Creating a support system
- Trust and psychological safety
- Promote the Health foundation maturity matrix

WHAT'S THE VISION ON YOUR JIGSAW LID WHICH WOULD SUPPORT AN IMPROVING NETWORKING AND BUILDING NETWORKS ACTION PLAN?

Imagine someone gives you a Jigsaw puzzle of 1000 pieces with 40 of them missing. How long would it take you to complete? The more pieces you have, the easier it is to complete. The more pieces you have, the easier it is to complete. The more pieces you have, the easier it is to complete. The more pieces you have, the easier it is to complete.

STEPS TO DEVELOPING JIGSAW LIDS

Like for like themes, the experience of developing the lid don't need to be complex. It's based on simple social reporting, which can also be done in a meeting. Invite people to consider what they would like to see in their network. This could be a list of things that they would like to see in their network. This could be a list of things that they would like to see in their network. This could be a list of things that they would like to see in their network.

THE QUESTIONS

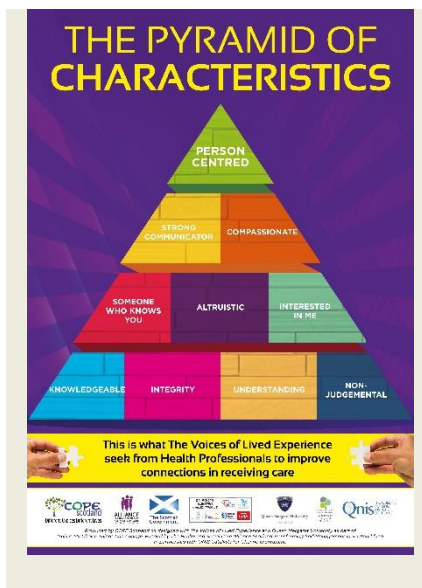
Sometimes in asking questions, more questions arise and this is a sign that you are getting into the heart of the matter. Sometimes in asking questions, more questions arise and this is a sign that you are getting into the heart of the matter. Sometimes in asking questions, more questions arise and this is a sign that you are getting into the heart of the matter.

The following format could be used online, with a group face to face when safe to do so, or adapted to conversations or surveys. Questions for yourself how they connect may be used and the format for building your own network.

- Agree on a shared vision for the network and what you want to achieve.
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[COPE Scotland | www.cope-scotland.org](https://www.cope-scotland.org)

The next for effective networking Jigsaw lid was created by COPE Scotland in support of the week of the Network and Wellbeing Q&A Community.



For more information, please email

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Share latest ideas as they emerge and encourage them

Those attending the session were interested in the Jigsaw lids being used to support conversations to identify areas of interest around networking which could help inform developments to meet identified needs.

Create space for the co design and production of innovative ideas and resources to support networking e.g., the values/pyramid of characteristics which support network weavers and networks in our communities and organizations. The example shown created with experts by experience around the characteristics they sought from care givers

Design a survey invite people to share their favourite ideas to support Networks and Network Weavers

Explore further the connections between Liberating Structures and Network Weaving

Invite people to be part of small tests of change using the ideas and sharing how that went as exemplars for others new to the ideas

Keep the conversation going

There was enthusiasm to keep the matter going and to explore how the ideas shared today begin to evolve into tangible actions. Mandy and Hilda through the funding offered by Q connections have time to support specific actions for the project and shall produce the information sheets, organizing a session on how to use the Jigsaw Toolkit and with the support of Matthew and Joriam continue to offer a safe space to practice and learn through monthly action and learning collaboration sessions. The next one is 13th October 4-5pm (experimenting with keeping the space open for another 30min to see if people want to chat) This is the link to register <https://q.health.org.uk/event/action-learning-and-collaboration-around-network-weaving-a-joint-exploration/> The session is around 'What is my role at this moment' and introduces a new idea which can help manage expectations of self and others when working together

We are keen to build our connections and relationships, during the session people shared about work they were doing around Action learning and the slides from the Peer Assist may be useful for that also, they can be found here https://q.health.org.uk/event/action-learning-and-collaboration-around-network-weaving/?dm_i=501H,QOTE,2EK3B9,37GQ8,1 There is also a session on 'Wise Crowds; on the 1st of December 12-1pm registration link to follow. Here is the link to the Liberating structures website <https://www.liberatingstructures.com/>

The next conversation on Networks and Network weaving will be **Tuesday the 6th of December 4.30-5.30pm** on Teams please email Hilda for the link if you would like to join us hilda@cope-scotland.org

What Next?

Pull together an initial set of the most useful tools & ideas which support networks and network weavers

Share the core 7 tools used in the Network Weaving Learning series contained in the Network Weavers Handbook

<https://networkweaver.com/product/network-weaver-handbook-pdf/>

Invite ideas from others interested in Networking and Network weaving to share any tools/ideas or resources they know of which may be of interest

Create a survey which lists all the various tools and ideas suggested with an explanatory paragraph and link for each. Invite people to vote for their top ten picks

Build on the existing learning spaces within the Q community to create opportunities for people to have fun and learn together how to use these tools and ideas to support a learning community focused on networking skills and our roles as Network Weavers

Invite people who has used the tools and ideas in their organization or community to share them as stories or case studies to inspire others

Continue to build connections with other Special Interest Groups and communities, specifically Liberating Structures and Hexitime

Promote developments via these flash reports which will be shared in the documents of the Nurturing and Weaving Networks SIG

<https://q.health.org.uk/community/groups/nurturing-and-weaving-networks/>

Continue to encourage connections and invite others to get involved

Meet up again online on the 6th of December and reflect on how the next steps are unfolding

Look after ourselves and each other. Kindness and compassion to nurture ourselves and our networks will support us to get to where we need to go next. Thanks for reading and all you do. Together we can be the change.

