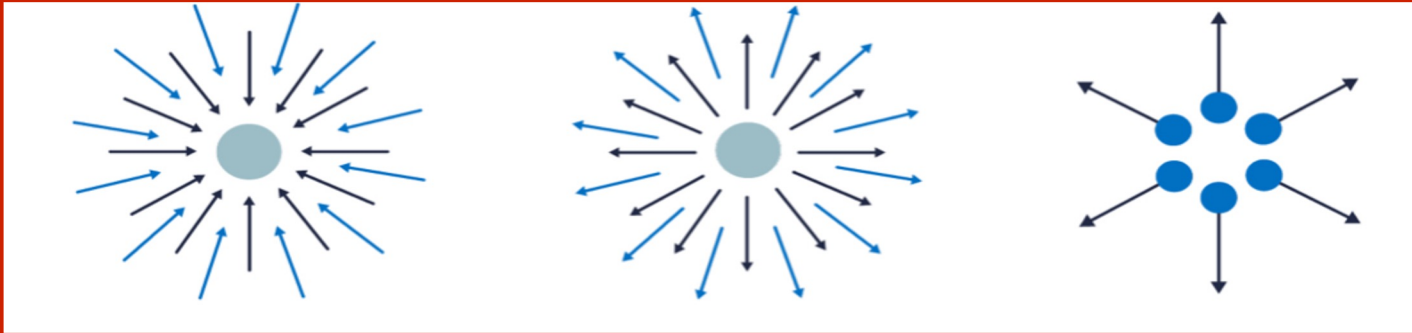
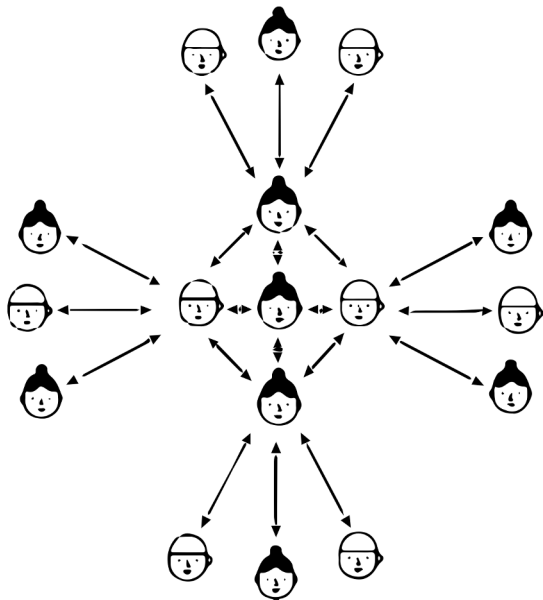


Welcome

What do you see?



## Organising and Snowflake model



*Marshall Ganz, Harvard Kennedy School*

- Leadership is distributed.
- Relational leadership ensures no one in the group holds all of the power
- Snowflake model is based on trusting others. A movements strength comes from its capacity and commitment to developing leadership
- Everyone in the movement is responsible for developing relationships that strengthen each others leadership
- It is how we scale our work and create leader-full cultures

# The Stages of Organising

## What am I called to do?

- Public Narrative: Where we find our values to answer this question
- 1-to-1 is how we understand and learn the values of others

## Who is my community on this issue and what can we do together?

- Listening to build relationships
- Strategy and Tactics
- Building Team Structures

## What are we called to do now?

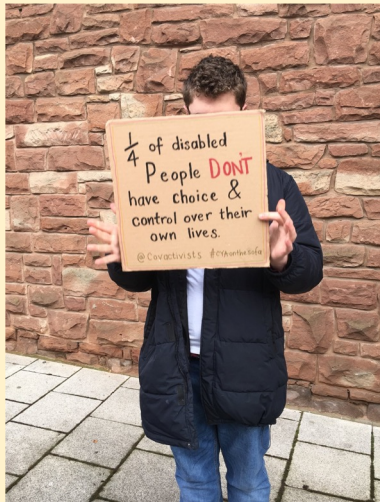
- Action
- Reflection



# Break Time

Be back in 10 minutes

# Deep Dive Carousel



# Reflections



# Break Time

Be back in 10 minutes

# The 1-to-1

The 1:1 is:

- Public focussed
- Face to Face (digital can be over Zoom)
- Probing
- Equally shared
- Around 40 mins in length\*
- Ends with next steps

The 1:1 is not:

- An interview/therapy/chat
- Over the phone/email
- Prying
- One sided
- No time limit
- No next steps

# Method of the 1-to-1

- Introduction
- Explain why you are meeting this person - why do you care?
- Ask them about who they are and what they think
- Listen - only interrupt with a relevant and thoughtful question
- Share about your work and how it could relate to what they have discussed
- Offer ways to act together
- Thank them
- Reflection
- Follow up

## **1. Why do you choose to show up for the NHS?**

## **2. Share your story**

What motivates you? Who taught you that this matters? What do you want to change and why do you care about that? How do you think change could be possible? What collectively do we need to do?

## **3. Ask Probing Questions to better understand**

Be specific. Avoid talking about issues like “inequality” in an abstract and detached way. Why does that matter, who taught you that etc

## **3. Listen**

- **Listen for Hope**
- **Listen for Leadership Resources**
- **Listen for Story**
- **Listen for Challenges**

## **4. The Ask**

## In 1-to-1s

- Identify potential leaders
- Learn about anger and hope
- Listening is for information on problems and issues
- Where we find narratives
- Build our relational power
- Assessing how much power do we have and what commitments are there
- We learn threats and opportunities

# Reflections

# Reflection

Who are you currently building relationships with?

Who do you have weaker bonds with that you would like to strengthen?

What can you do now without any additional resources or tools to support change to happen?

