

What are we noticing?

Honesty and Trust

Hopefulness

The snowflake model

complex problems don't always need complex solutions

How do we celebrate wins ? QI cake?

Balance between nurturing relationships, but also introducing and holding tension in conversations

Joy

Patience & persistence

Potential and possibilities

How 'stirring up trouble' can be counter-cultural depending on your background

The power of the collective voice

the work will never be finished, and some of the work is accepting that there is no end point, and it is a continuous journey

When to give up-re-focus energies?

Community organising goes beyond that initial campaign because you are equipping people with the tools to effect change going forward

what does it look like to care for each other through this process?

Change takes time and you are likely going to need to overcome a number of setbacks and resistance. The bigger the change, the more setbacks and resistance faced

Playing the long games - building the work slowly and being strategic

There is a strategy to community organising

Building relationships is key

Being creative in new ways to think about change, moving away from traditional thinking and models and holding our nerve

what is overlap between community organising and co-production? where does organising sit with current practices (lived experience, patient involvement etc)

We need to reach the decision makers

what's the role of NHS vs. Healthwatch / VCS organisations in supporting a shift towards communities playing a bigger role in shaping health, and shaping services?

The importance of hope as a discipline

How does the impact of relational work get measured?!

Over time celebrate the little big things - these keep motivation and hope going

Build connections - 'who do you think you can connect me to who is passionate about this issue?'

what are the steps on the journey to community organising in the NHS? can it start with the workforce?

"organise your own salary"

How do we help folk to 'see the vision'?

Take the conversation out of a room

Importance of people coming together for a shared purpose and to support each other, celebrate the small wins, to regroup and re-energise after setbacks

Leadership is a practice not a position

Small steps add up

Change takes time and many conversations.

Regrouping and reflection is worth the time it takes - to keep hope, avoid burnout

As a person with more power, it's still ok to lead and act rather than withhold knowledge for fear of not acting in a community way.

How do you survive the many 'commas'?

Not doing it all yourself - low levels of action to draw in those that are new to campaigns

The importance of how you pay attention to resilience

Leadership exists amongst us

Connect with and use emotions

Avoiding burn out. Setting boundaries.

What does leadership mean to you?

Communication - clear guidance but also listening is key. Valuing peoples skills and experiences that we all have something to contribute

Humble servants

Following well

Action

It's not about about grade and 'status'

Shared power, enabling others to lead

Someone who supports and raises others to reach their potential and to achieve what the team needs to.

creating and maintaining a shared vision

giving everyone genuine permission to contribute

Seeks out the 'difficult customers'

Trust

Someone that gives people power to act, and is there even when things don't go to plan.

Sometimes to take the fall or responsibility so that others feel safe to take risks or try something new

Authentic storytelling

Someone that 'walks the walk' not just 'talk the talk'

facilitating change

empower and utilise the talent around them

Power with not power over

Conventional leadership needs to be balanced with convening leadership

Is someone that protects people like a harbour wall protecting the small boats

Working with people to share their knowledge, skills for a shared purpose. Rather than telling people what to do, it is guiding people to reach their potential

makes change feel safe

people who 'drive' the change

Stealing from Louie - they have followers!

Inspiring people to act

Empowering people to act

lets others grow and shine

The power of realising the potential of others

the ability to convene people around a shared vision

Using your power, to support those who have least- cede it.

bringing people together around a shared vision

Knowing when to step in and drive and when to step back

Role modelling

Convenor / Facilitator / Steward

brave, curious, open - protecting the "team", creating space, asking good questions

What did you notice during your 1-to-1?

Is it different than a Q 'Randomised Coffee Trial' chat...? (The guiding question helped, I think)

In our training we offer learners a 3 minute time slot for sharing - it's made me think we should also suggest a longer slot

Finding shared challenges and opportunities

balance between openness to see how you might collaborate, and also the ask/tangible next steps

The time goes quickly

Easy to build rapport when there is common ground, so find that common ground

Not sure how 1 to 1s are different to Q's 'Randomised Coffee Trials'...?

Joy

How a deeper level of understanding about your own experiences develops during the 121

deeper listening and understanding

Not enough time- pretty manic share!

so many commonalities

Feels natural

How important it is to connect on a human level

noticing and celebrating what works well

Passion, stories, ideas - even a cunning plan! ;-)

Openness and honest reflection

I was with someone well practiced at 1-2-1's so it felt very easy and I felt in safe hands

there is an art to a 121 being done in this way

that flew by so quickly

inspiring, useful

Acknowledging that this work can feel lonely at times

Less scary than I thought

Passion and sharing stories

Our connection was around improving lives for others

it was more human to both share - but felt harder to navigate than a coaching or interview style convo

Unexpected connections

I have a name for what I think my boss does all the time when she has lunch or coffee with people!