JIGSAW LID OF THE PIECES WHICH SUPPORT EFFECTIVE NETWORKS IN ....

COPE
scotland
Different Choices Different Lives

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

Imagine someone gave you a Jigsaw puzzle of 1000 pieces with no lid! How would we begin to put that puzzle together? Where would we even start? Now imagine you have others who also have their puzzle pieces and no lid, how would you know what their picture was supposed to look like, and how would you share yours? The idea of the Jigsaw lids is to find ways for understanding to be built across non traditional boundaries as well as deepening our own understanding of our priorities. This particular lid uses a visual medium for expression however, it can be adapted to suit other forms of expression.

If we decide we want something to change somewhere in our head we have a picture of what that change will look like, don't we? Or is it vague e.g.," The networks I am a part of are effective". The Jigsaw lid offers the chance to consider what are the pieces which need to be put in place for a network to be effective and to nurture networking skills in its members.

The Jigsaw lids can be developed across many stakeholders as there may be diversity of opinion on what the key components of effective networking may be. By creating many lids and then bringing people together to identify areas of commonality it means energy can be directed towards what we share in common as opposed to what we see differently.

We also need to recognise that while we can create our vision within our sphere of influence, there may be a bigger picture which we don't have all the pieces for, so part of our vision maybe finds where those pieces exist in the bigger picture and how connections can be built this is also key to building networks.

As with any puzzle, we rarely complete it in one go. So, it is with the complexity of effective networking and the multitude of relationships which exist within that. We start where we can make some changes, and then we build from there. Good partnership working involves courageous conversations, mutual respect, and a willingness to see the other's point of view and how together we can create another reality.

Like any puzzle, we don't always get it right the first time, and that's okay. No one always gets it right the first time. That's how we learn. In life, as in any game, there are rules; remember to have fun, learn the rules for actions you take which supports your dreams and dream big, dream together, work to make those dreams a reality and change can happen as working together we can be the change.

Jigsaw Toolkit **www.cope-scotland.org**

STEPS TO DEVELOPING JIGSAW LIDS

Like the lids themselves, the steps taken to develop the lids don't need to be complex. It's based on simple social reporting, which can also demonstrate active listening. Inviting people to consider some critical questions around the issue at hand, hearing what people say, searching for themes and commonality, reflecting this to the stakeholders for that lid to check-in was anything missed, does anything need to be changed. The lids end up with 12 pieces because any action evolving from this needs to be gradual and focused. Too many pieces it becomes a paper exercise, too few, and we may miss some of the key themes which emerged.

THE QUESTIONS

Sometimes in asking questions, more questions arise, and this is okay. It's important to recognise while systems can be created which are mechanical and therefore relatively predictable, people who work on or are impacted by systems are not mechanical. They are organic and, therefore, not predictable. Building, sustaining and motivating networks is complex. Many factors can have an impact including time, competing priorities, dealing with difference and more. To develop an improving networking and building networks action plan, it's helpful to consider the critical pieces of the Jigsaw. What do we need to find and bring together? Can we identify someone to give us an insight into what we are looking for?

The following format could be used online, with a group face to face where safe to do so, or adapted to conversations or surveys. Determine for yourself how long a session may be and the format for the stakeholders you are connected to:

• People are invited to introduce each other, where they are from and why they joined today and maybe anything they are curious about around networking.

• Remind people we are all human with our own experiences and opinion. Agree the values of the space so people feel safe to contribute and be heard.

• A brief 5min presentation on the values of networking and the challenges people identify can help to set the scene.

• Inviting people to complete sentences which offer a reflective space to capture their views on networking e.g., please complete the following sentence. 'My view on networking is..........' 'What gets in the road of effective networking is.......' 'I would value networking more if...........'

• Some reflection back to the session of themes coming up including what is within the control of those attending and what perhaps needs other stakeholders buy-in.

• Explore the concept of Network Weavers (June Holley 2011 https://networkweaver.com/) and how each of us can take on a leadership role in our networks.

• An invitation to reflect and share ideas on how our attitudes, practice, behaviours could be encouraged which would support actively working together, creating more effective networks and network members feel more confident in their role as network weavers?

• Reflect on what emerges from the chat which can be done in break out groups as well as individual refection e.g., using the chat function if an online event.

• Bring the session to a close thanking everyone for their contribution, offering some wellbeing promotion tips and links to further reading if of interest.

• Share what happens next, which would be a report a Jigsaw lid of the 12 key elements this group decided needed to be in place to support an effective improving networking and building networks action plan. The exercise may be carried out with different stakeholder groups, so it is likely there ends up more than one lid. Until you engage with people, you need to remain flexible to what happens next. If you have more than one lid, bring all the stakeholders back together look for areas of commonality and build out from there..Now there is clarity on the priorities it becomes easier to take the next steps.

For more information on Jigsaw lids or the snakes and ladders goal setting tool please use the contact us on www.cope-scotland.org or email hilda@cope-scotland.org directly. On www.cope-scotland.org you will find a tool for goal setting which you may find of interest for the next steps which results in the actions to make your collective, or individual vision a reality.