Tea Time - 'How to introduce Network Weaving + onboard new weavers'

02.05.2021, 4pm (London)

Chat notes curated by Kristin

Follow up tea and notes - to be sent by Matthew

**TIPS (Promising Practices)**

Tip 1: Start every meeting with a short experiential activity

Katja offered a guided mindfulness practice and invited attendees to reflect on their intention for attending. Kristin invited each person to include as part of their introduction - why they came and what they hoped to take away from the tea time chat.

Tip 2: Share a list of resources (tools, readings, etc) and invite people to review and and think about what they have used to introduce Network Weaving to others or what they could use. Link to [Table of Network Weaving Tools](https://thehealthfoundation98.sharepoint.com/%3Aw%3A/r/sites/thf_project/projects_programmes/00680/Delivery/Full%20Series%20participants/Table%20of%20Network%20Weaving%20Learning%20Series%20Tools%20.docx?d=w4a57e52c12c7469cb5e4d7ce4f7639d5&csf=1&web=1&e=60VihT)

Tip 3: Networks are about fostering connections (new relationships and/or strengthening existing ones. Build in time at every gathering to build relationships. If it is not part of the formal meeting agenda, explain how chat function is open and encouraged to be used to make connections (public or private), affirm contributions or share resources.

Tip 4: Use “network” language to engage in a conversation. (e.g. people who have the work “network” in their job description or responsibilities. Other words might be collaboratives, alliances, coalitions, alliances, etc.

Tip 5: Have a simple definition to explain what “network weaving” is and its value. Know your audience and use language or terms that will resonate with your audience.

Tip 6: Use the [Network Weaver checklist](https://q.health.org.uk/document/4-network-roles-checklist-2/) to start surfacing roles and skills present and needed.

Tip 7: introduced the concept but didn’t use “network weaving.” She tapped into people who have “network” in their title.

Tip 8: Use the comparison chart that highlights the difference btw organisational and NW leadership on p29 of the handbook.

Tip 9 : Share small, bite-size pieces with your team and meet as a small group to discuss, “how might this be useful to us?” Great resources are current or archived blogs from [Network Weavers](https://networkweaver.com/category/blog/) website. You can sign up and have them sent to your inbox on a regular basis.

Tip 10: Have your own stories from personal life and other interest areas (e.g. network to advance climate change, networks to support mindfulness,etc).

Tip 11: invite guest from another network to share their experiences

Tip 12: use mapping to identify clusters - start gathering in clusters

Tip 13: match what approach given your “type” of network - if it is action-oriented, get people to take action before the next meeting. If it is support-oriented, make sure people have a chance to present an issue and get support during the meeting or a specific

**POSSIBLE TRAPS**

Trap 1: I get overwhelmed by too much info and don’t know where to start.

Kristin’s post-session reflections: 1) start with something you find useful 2) start small and with people you know and trust. Explain why networks , its potential value and ask for feedback. 3) start with a few people and small conversations and let it build energy 4) propose using a tool together and discussing what surprising the group and what there is to celebrate. 5) introduce a process (liberating structures -- maybe) that would address an immediate problem.

Other people’s ideas: ?????

Trap 2 - “ I haven’t landed it [introducing networks to others].”

Kristin’s post session reflections: I am curious what you learned? What will you do differently next time based on what you learned? Focus on introducing basics and then reinforcing, encouraging, spotlighting successes, addressing challenges.

Other people’s ideas: ?????

Questions:

Should you have a purpose written up before you invite new members? Should it be an invitation rather than discovery? (Sophia)

If it is a new network, what forms of communication did one use that worked? (Sophia)

Do you want to encourage Network roles? (Sophia)

**Resources:**

Resource 1: from Matthew Mezey. Link to a new [Network Weaving clarifying tools table](https://q.health.org.uk/document/table-of-network-weaving-learning-series-tools/) (in the full course online group space) or here is [the link](https://q.health.org.uk/document/table-of-network-weaving-learning-series-tools-2/) if you are participating in the 5 workshops only. It helps clarify how all the bits of the NW course fit together (readings, tools, key actions etc). Take a look! I think (part of) it might be helpful for introducing Network Weaving too, perhaps...?

Resource 2 from Kristin: Link to [short slide deck Network Weaving 101](https://docs.google.com/presentation/d/1YWFtsFDaHBZhJfuTcIasgh1X8g_JHmB22fVEJ396X1o/edit#slide=id.p1). Matthew will make an onboarding folder in the 2 group spaces and put those 3 lots of slides in there, for people to take a look at and potentially use.

Resource 3 from Kristin: Link to current or archived blogs from [Network Weavers](https://networkweaver.com/category/blog/) website. You forward them to your colleagues and ask for a followup conversation on “how might this information be useful to us?”

Resource 4 from: Adrian Dessent. I have taught Mindfulness based approaches to wellbeing for groups and individuals since around 2011, if you are interested in a conversation or sharing resources, look me up on the QCommunity directory. Other contact info is:dessenta@gmail.com or adrian.dessent@nihr.ac.uk. I believe Mindfulness is a useful adjunct to reflexivity in situations and reflective practice.

**Potential follow-up conversations:**

Conversation 1: Mindfulness - based approaches

10:35:37 From Isabel Ho to Everyone : That would be really useful Adrian - definitely keen to have a chat

10:38:29 From Adrian Dessent to Everyone : Isabel, great let's do it. I am on leave till middle of next week, send me a message and we'll arrange a date.

10:38:48 From Isabel Ho to Everyone : Will do Adrian :)

Conversation 2: Working through the Network Weaver Handbook, ???? Ireland lead?

10:37:34 From Tracey White to Everyone : The handbook is fab but like others a lot to take in. But feel I making progress.

10:38:16 From Caroline Lennon-Nally to Everyone : I don’t think that it’s “too much” but I think it can be overwhelming.

Conversation 3: From Rachel Volland to Everyone : Katja are you happy to share your e-mail for a follow up conversation?

Action: Kristin to host Lunch and Learning: Using network roles to foster distributed leadership - Kristin, lead (TBC)

Contact info shared:

Janet Folland to Everyone: janet.folland@cntw.nhs.uk

Adrian Dessen to Everyone: dessenta@gmail.com or adrian.dessent@nihr.ac.uk.

Katja Behrendt to Everyone: katja.behrendt@nhs.net

Maureen Flynn to Everyone : maureena.flynn@hse.ie

What worked well (WWW):

Maureen Flynn to Everyone : Thank you everyone for fantastic sharing

Maureen Flynn to Everyone : www - having the introductions at the start - really got to know people better

Chris Dankwa (she/her) to Everyone : Came to learn! Great!

Chioma Obasi to Everyone : Katjas shared experience and tips shared by her and in chat

Maureen Flynn to Everyone : Matthew - thanks so much! Every day is a school day!

Janet Folland to Everyone : Very interested in joining you on that one Sophie - its a big focus of my work at the moment

Tracey White to Everyone : really good session. Thanks

Even Better If (EBI)

Chioma Obasi to Everyone : ebi: shorter introductions, people coming up with 'problem' present a concise overview highlighting pros, cons what could be better and actual support required. Same time to share own experiences

Action: Matthew to schedule followup tea time in March and use doodle poll to involve the maximum number of people.

**“See one, do one, teach one- method of learning popular in UK medicine”**