**Meeting Friday 10th May 2019**

**Present:**

Jane, Anna, Jeanne, Matthew, Francois, Ailsa, (Katie breifly)

**Apologies**

Kevin, Annie, Matt,

**Check in:**

JP:Calmer. Lots of Bank Holidays. The Future of this group and the future of local groups.

MM: Fair to medium overwhelm - in the Middle of Q.Networking 0 push at Q Central to try to get the opportunity to do a network weaving / network development event to get more Q members to use a more network mindset - edging closer. AHPs little SIG is just starting which is great to see as they are not typically the rockstars of QI - also paramedics!

AB: Network mindset is a big shift for people - moving into online, offline linking and moving into action. Online is not just conceptual but also action oriented. We attract people to networks when we speak to what people need in their life and work - see Campus Co-Evolve - collaborative learning online. I was at an event Commons and Commoning in Brighton - the world is waking up as our ‘commons’ is in danger - Greta has ignited people’s hearts and minds around the world. When you show up authentically - people want to engage.

Jeanne- stage of life , things are changing a lot over past 18 months, coincided with engaging with this work in professional life- feeling my way, thinking and testing and juggling energy between different projects. Rod & I met and have different visions of how this work might show up- collective energy to form a group to pursue this. Is ‘Rebellion’ a suitable term? About 60 people interested. Embryonic and emergent & fragile. How to attract people who are always too busy? How to enable a sense of engagement to change the hierarchical & managerial mindset.

A place to attract and engage people to think and act differently within the traditional system.

Offer needs to be attractive, interesting and exciting. None is likely to be paid which creates hesitation.

FK: Am well. Coming from an angle about the communication and conversations which need to happen rather than health specific. Focused on rebellion - eg Extinction Rebellion - but not particularly active on the health front.

Ailsa: Matter of Focus - helping orgs who are working in relational ways to push back against target-driven **culture.** Working with HSC teams and community agencies who are taking an asset-based approach to the way they work - and this is tricky when they are trying to work in systems which aren’t ready for this way of working.

In Scotland - supported by Scottish government.

Personal outcomes approach focuses on /starts with what matters to people.

Frustrated about not making enough progress. Push back against target driven work.

Robust, well evidenced work still needs to meet requirements.

Still working in systems that are not working.

**Learning discussion** Is this a threat to existing organisations? How do we create networks to take this forward? Who would pay or resource that? Are we limited by this being in our own time? Jane is also considering how we might support more local geographical groups to emerge as part of this SIG. How to grow a network from within organisations - eg Communities of Practice. How to get traditional orgs inspired by COP approach which allows free spaces within orgs to explore with some freedom

Needs lots of ‘pilots’ and ‘projects’ which poss show a result - to give people (managers & heads of services) the courage to try.

**Matthew:** Networked based funding approach. Foundation in US uses networked based funding. Zoom call with Toby and Matt planned.

Q is still QI focused.

The doing of this work unpaid etc - Etienne Wenger - observing ‘system convening’ role which is largely unrecognized but people do it because it is needed. ‘Systems convening’ Zoom with Wenger x 2 to explore? Langkelly Chase - deal with multiple deprivation issues. He is writing a handbook of Systems Convening…..

Invisible leadership work - setting up spaces to explore and inquire (name of lady?) Mary Uhl-Bien…..? Helen Bevan - we need ‘High Trust relationships’ but avoiding what this really means. They did have that Networks matrix before they went into HEE - eg Becky Malby - some put into South Bank - re-started it all did a course on it.

Recording of Wenger is in the Co-creation space on the Q site.

[**https://wenger-trayner.com/resources/publications/learning-in-landscapes-of-practice/**](https://wenger-trayner.com/resources/publications/learning-in-landscapes-of-practice/)

Middle managers that create the culture. Can we interview people and share their stories as inspiration. Noticing changes in behavior when new cultures are created.

Danger in presenting new paradigm as a solution, love simple solutions to complex problems which in the end worsen. Take time to call out relational actions. Social leadership is all about curating stories who are doing the small things. Terry Pattern- start with personal story and move to bigger picture and then what action can be taken.

Matthew previously done some work on this in Leeds which may be useful to share in this group.

Ailsa has approach that includes emotional side of change work. Is working with a team that has a work stream called “storying”.

**Tactical & Actions**

The South Yorks group could be a Q-based SIG and there is a poss that we might be able to get access to funding for it.

We have a good idea of what is needed and know large scale models but how to translate this into this system of people and my (Jeanne) role in all this?

Putting energy into our own agency - but how?

Maybe: Encouraging agency to those people who already do change.

We are trying to influence the part of the system we are trying to change. Calling oneself chief of transformation seems contradictory. Watch Language!!

Chicken and egg situation. Those in power got there by using organ. Paradigm.

Jane- Yes, this is a potential ‘threat’ to existing organisations and hierarchically - rewarded leaders.

key challenge around ‘how do I change self’ amongst leaders who intellectually like the ideas but maybe avoid needing to do anything differently personally.

Having links and ‘mates’ to support ourselves in this difficult work is vital if this stuff is to grow.

Margaret Hannah in Scotland fife has been able to influence this in this area. How she remains authentic in this environment. There are others - .people need to look for the change themselves.

Focus on the people who do the work.- grass root, build a space for conversations and actively give them opportunity to learn and educate - they know what problems & solutions are.

Respect is key here- respect the frontline and experience of all. Can we create simple ways to help people do this.

Networks externalize what naturally happens in the human being as a living organism where everything/all processes are interconnected all the time! The more freely information flows, the more vitality in the system Mary UB says it's about creating adaptive spaces and systems

Would like to continue and deepen this conversation and focus it into action space.

What is the role of Q and HF here? How can we communicate this back onto the current system so it is not threatening and can be heard. How can we move interest beyond the intellectual?

Kings Fund and Nuffield Trust are other big players in the field.

**Follow Up**

Kevin & Annie will confirm book club for 18th/19th June 7pm -watch the group space and the book is Brave New Work <https://www.bravenewwork.com/>

Anna will be looking for people she can interview to amplify this agenda.- inspire more people to have a go at being a different kind of manager. Examples of people doing it.

Chat from zoom

From Me to Everyone: 09:19 AM

meeting notes are here https://docs.google.com/document/d/1neMQ5htfB7T5f7cQkBdjmeNeIENbpixC55oRBh2JsZQ/edit?usp=sharing please help us co-create them!

From Me to Everyone: 09:33 AM

https://docs.google.com/document/d/1neMQ5htfB7T5f7cQkBdjmeNeIENbpixC55oRBh2JsZQ/edit?usp=sharing please help us co-create them!

From Me to Everyone: 09:50 AM

https://docs.google.com/document/d/1neMQ5htfB7T5f7cQkBdjmeNeIENbpixC55oRBh2JsZQ/edit?usp=sharing please help us co-create them!

From Q Project Team to Everyone: 09:52 AM

Er... Jane and all, prompted by Jeanne's check-in, I have 6 or so more items to mention. Most of them relates to issues and concerns that Jeanne raised.

Is there a spot when I can mention them?

From Me to Everyone: 10:13 AM

https://wenger-trayner.com/resources/publications/learning-in-landscapes-of-practice/

From François Knuchel to Everyone: 10:16 AM

Kumu

From Q Project Team to Everyone: 10:20 AM

Prof Mary Uhl-Bien

Should Katie Parker do a quick check-in...?

Toby Lowe is in touch with 100s of authorities where some of the people are open...

That's what he said at our event, I think.

From Jeanne to Everyone: 10:34 AM

Any in Sheffield?!

From Matter of Focus to Everyone: 10:38 AM

Apologies, I have to leave as I have another meeting shortly. Very nice to meet you all and great to have the notes to catch up with what I miss

Ailsa

From Q Project Team to Everyone: 10:40 AM

I'll rack my brains re Sheffield... I definitly hear about great things.

- Matthew

From Jeanne to Everyone: 10:42 AM

!!

I need to leave at 1045 to get to a meeting. SOrry if I miss the ending and closure.... and thank you everyone

From Q Project Team to Everyone: 10:42 AM

'Adaptive Spaces' is how we get to successful ideas in practice, and not being dismissed as a rebel etc. It's how the first national NHS timebank came about....!

From Jeanne to Everyone: 10:42 AM

I like that term.

From Q Project Team to Everyone: 10:53 AM

I'll need to go at 11....