

## **Zoom raw chat notes from Workshop #1: Network Weaving learning series**

### **'Introduction to intentional collaborative networks'**

- 16:50:45 From Kristin Johnstad : Hello and welcome
- 17:02:06 From Katie Young : Hi all
- 17:05:06 From Karen, Strategy Unit : Hi Karen here in Worcestershire
- 17:05:08 From Seema, Bristol NHS Trust, Doctor, She, Her : Hi I'm Seema from Bristol!
- 17:05:09 From Emma Gibbard : Hello, I am Emma and I am in Bristol
- 17:05:09 From Kristin Johnstad : Greetings. I am Kristin. I am calling in from the middle of the USA (Minneapolis, MN). I am one of the facilitators for these workshop.
- 17:05:19 From Rachel Trask : Hi Everyone - Rachel here from South Wales
- 17:05:19 From Sophie Bulmer : Hi all - Sophie Bulmer from UCLP in London
- 17:05:19 From Andrea Gibbons @andreadgibbons : Hi, Andrea Gibbons here in Somerset.
- 17:05:20 From MStevenson : Hello Everyone, really excited to join you tonight
- 17:05:21 From Gwyn Elias : Hello, I'm Gwyn Elias joining from Leeds, UK
- 17:05:25 From Krishna Nair : Hello everyone! I'm Krishna Nair from Locala Community Partnership, West Yorkshire, England#
- 17:05:26 From Neil Dunford : hi, my names Neil, I work in East London
- 17:05:26 From Colin Archer : Hi All - I Colin - joining today from Oxfordshire UK
- 17:05:26 From Tracey White : hi Tracey White from HSCQI in NI here
- 17:05:28 From Julie.Mackie : hello and good evening from me in Gloucestershire :)
- 17:05:29 From Brefne Jowers : Hi, Brefne from the Q team (currently in Suffolk).
- 17:05:30 From Heather : Hi, Heather joining from Edinburgh, Scotland
- 17:05:32 From Jo Murray, Oxford AHSN : Jo Murray Oxford AHSN Patient Safety Programme Manager
- 17:05:32 From Siobhan Masterson : Hi everyone, Siobhan from Ireland. Looking forward to learning more about network weaving
- 17:05:34 From Cherise's iPad : HI I'm Cherise , I'm in Wimbledon

17:05:35 From Chris Hewitt : Hi everyone! Chris here from Co:Create in South Yorkshire.

17:05:37 From Jane R : Hi Jane here from Edinburgh, Scotland

17:05:39 From Matthew Mezey : I'm Matthew Mezey, Community Manager at Q - really looking forward to learning (and practicing) with you all.

17:05:40 From Cleo Butterworth : Hi Everyone. I'm Cleo from the Health Innovation Network, South London.

17:05:40 From Transformation Team : Hello, I am joining from Leeds, UK

17:05:40 From Carol : Hi Carol Read joining from Salisbury

17:05:40 From Cheryl : Hi, I'm Cheryl in Edinburgh

17:05:41 From Millie : Hi, I'm Millie Love from Sheffield.

17:05:42 From Ruth's iPad : hi, Ruth from Argyll

17:05:44 From Emma : Hi I'm Emma. I work in Quality Improvement in Portsmouth and as an independent practitioner supporting various initiatives - particularly the Q Community Q Visits programme

17:05:45 From lorrainewmurphy : Hi Everyone, my name is Lorraine Murphy. i work with the National Quality Improvement Team in Ireland. i am really excited about network weaving particularly in this age of virtual everything!!!!

17:05:49 From Katy Mallender-Ward : Hello, I'm Katy and I'm in Leeds, West Yorkshire

17:05:51 From Hilda Campbell : Hi Everyone I am Hilda from Perthshire in Scotland, Broadband not too good so on audio only save buffering

17:05:52 From Melanie Andrews : Hi I'm Melanie, joining from South Wales

17:05:53 From TarniaM : Tarnia Mason, Q team - in London

17:05:54 From Rachel Volland : Hi Rachel from Sale in Greater Manchester

17:05:57 From Claire Marshall : Hi Everyone Claire Marshall, Experience of Care Lead NHSE/I and in Surrey

17:06:01 From Jo Scott : Hi everyone - I'm Jo, Q Insight Manager, based in south London. Really looking forward to this session!

17:06:02 From bianca.viegas : Hi I'm Bianca from East and North Herts Acute trust

17:06:04 From Robin D : Hello Everyone. Robin from London. Great to see some familiar names and faces..

17:06:04 From Kate Pound : Hello all, I'm Kate and I live near Nottingham and work in NHSE/I in Emergency Care

17:06:05 From Kristin Johnstad : Please get a warm beverage and sit back and relax

17:06:06 From angela carrington : Hi, I'm Angela from Belfast

17:06:09 From Cecily Hollingworth : Hi, I'm Cecily from Sussex

17:06:11 From John Lodge : Hi John Lodge here in London

17:06:12 From Elizabeth : Hello All. I am in Salisbury Plain and work for NHS E and I South West Region Leading implementation of the UK national Action Plan for Antimicrobial Resistance in humans

17:06:13 From Clair C : Hello Clair from London

17:06:14 From Julie : Hi - I'm Julie. I'm a Transfusion Practitioner at the James Paget in Norfolk. No video but you aren't missing anything :)

17:06:15 From David Elder : Hi everyone, David from Healthcare Improvement Scotland

17:06:16 From Kristin Johnstad : It is good to be together

17:06:17 From Shane.Costigan : Hi All, Shane, HEE Pharmacy Lead, joining from Brighton

17:06:18 From julie anderson : Hi - I'm Julie from a wee village just outside Edinburgh - good to meet you all!!

17:06:18 From Faye Goldman : Hi everyone, I'm Faye from the Q team. Looking forward to learning and hearing from many of you this evening.

17:06:18 From Cath Heaney, East London Foundation NHS Trust : Hello, my name is Cath Heaney, Improvement Advisor from East London Foundation NHS Trust (mental health and community services).

17:06:26 From Matthew Hill : Hi everyone, I'm Matt from the Q team.

17:06:26 From minesha : Hi from Minesha Khashu, Neonatologist & Prof of Perinatal Health Dorset

17:06:31 From Dan Harley : hi everyone

17:06:31 From Andrea McGuinness : Hi everyone, Andrea from aqua and Quest and joining from Cheshire tonight. lovely and exciting to be on this with you all

17:06:33 From Sarah : Hi everyone, I'm Sarah, an Improvement Advisor from Somerset

17:06:46 From Naomi : Hi All, I'm Naomi in Cornwall & a member of AHPQI

17:06:49 From Clare Morrison : Hi - I'm Clare from the Highlands of Scotland

17:06:53 From des.brown : Hi, I'm Des. Currently with Marie Curie, but will be joining Q Lab Cymru in a couple of weeks. I'm in Barry, Wales :)

17:06:55 From Lou Waters : Hi all, Lou from GSQIA in Gloucestershire but starting with Improvement Cymru in January :o)

17:06:57 From Dianne Burns : Hi I's Dianne looking forward to hearing more about network weaving - I am joining from Glasgow

17:06:57 From Kristin Johnstad : Please feel free to continue to use the chat box to introduce yourself and where you are calling in from.

17:07:06 From lindsey.darley : hi all, Lindsey in sunny Bolton, a Director at Bury Local Care Organisation

17:07:12 From Sophia Mody : Hi Sophia Mody from Hertfordshire Partnership University Trust . Innovation and Improvement lead

17:07:15 From Justin.Stephens : Hey, Justin from Northern Ireland

17:07:17 From Clare Cable : Hi I'm Clare from Edinburgh!

17:07:17 From helen.pye : Hello,my name is Helen..Improvement Lead at UHMBT

17:07:26 From Lucy Hawkins : Hi I'm Lucy Hawkins, Senior Consultant at the NHS Strategy Unit. In gloomy Birmingham

17:07:30 From Kristin Johnstad : Please feel free to continue to use the chat box to introduce yourself and where you are calling in from.

17:07:30 From Lesley Goodburn : Lesley Goodburn from Stoke on Trent I work for NHE/NHSI in experience of care

17:07:37 From Zoe Lord (@ZoeLord1) : Hello I'm Zoe - I work in NHS Horizons and joining today from Staffordshire. Delighted to be joining today.

17:07:46 From Maureen Flynn, National QI Team, HSE Dublin : Hi everyone its Maureen here from the HSE National QI team @mapflynn maureena.flynn@hse.ie - delighted to be joining this exciting series.

17:07:49 From Madeline Hoskin : Hi everyone, I am Madi Hoskin from West Yorkshire and I am a programme manager, system convener and general pot stirrer and putter of fingers in multiple pies x

17:08:01 From Kristin Johnstad : Please feel free to continue to use the chat box to introduce yourself and where you are calling in from. If you see a friend, say hello to them either publicly or using private chat.

17:08:02 From Gwyn Elias to Char Bowden(Direct Message) : Hi, I am happy to join the breakout group

17:08:15 From Hilda Campbell : Hello Clare! from Hilda

17:08:17 From Q Comms : Hi I'm Libby from the Q team in London. Really looking forward to this session.

17:08:27 From Kristin Johnstad : Please feel free to continue to use the chat box to introduce yourself and where you are calling in from. If you see a friend, say hello to them either publicly or using private chat.

17:08:40 From Julia Slay : Hi, I'm Julia. I work with the NHS in Tower Hamlets and Haringey as a QI coach, facilitator and Non Exec director. Also facilitate a few communities of practice and learning networks in civil society and the wider public sector.

17:08:53 From Andrew Parker : Hi everyone. Andrew dialling in from Perthshire Scotland today.

17:09:31 From RFisher : Hi, I'm Rebecca Fisher an AHP and new to Q community

17:09:34 From Cristina Martin : Hi all, Cristina here also dialling in from Scotland, I work in quality improvement in NHS Glasgow

17:09:35 From Kristin Johnstad : Please feel free to continue to use the chat box to introduce yourself and where you are calling in from.

17:10:05 From Phil : Hi everyone Phil from London. Work in NHS, done work work/experience of communities of practice and believe in the power of networks

17:10:06 From Caroline Lennon : Hello everyonE! Caroline Lennon-Nally from Dublin, Ireland

17:10:20 From Kristin Johnstad : I LOVE that is it a first.

17:10:29 From Katja Behrendt : Hi I am Katja, currently at the Royal Free, based in London

17:10:34 From Kristin Johnstad : Lots of learning and experimentation which is critical for networks.

17:11:08 From CornellG : Hi everyone. Gareth in Yorshire. I am new into a role where the ambition is to support the growth of multiple communities of practice to delivery on transformation initiatives.

17:11:09 From Kate NHS Education for Scotland, Glasgow : Hi, I'm Kate, Librarian in NHS Education for Scotland, based in Glasgow

17:11:28 From Julia Wood : Hi Everyone. Julia here from the North East of England. Looking forward to it.

17:11:32 From Hesham : Hi Everyone. Hesham, Paediatrician and QI lead in Walsall. Just finished a clinic.

17:11:41 From Lou Waters : Hi Hesham \*waves\*

17:11:48 From lorrainevmurphy to Char Bowden(Direct Message) : Hi Charlotte, i am interested in joining abreakout session. thanks so much, Lorraine

17:12:02 From Hesham : :-D

17:12:06 From Marie Davies : Hi Everyone, I'm Marie, working in Powys Teaching Health Board

17:12:19 From Char Bowden to lorrainevmurphy(Direct Message) : Hi Lorraine. Is that for closed captioning? Or just during the workshop?

17:12:33 From Kristin Johnstad : Emphasis on "practice" I am a network weaving practitioner and we will learn and practice our way together.

17:13:01 From lorrainevmurphy to Char Bowden(Direct Message) : the workshop please Charolte as referred to by Stacey. thanks, Lorraine

17:13:21 From Char Bowden to lorrainevmurphy(Direct Message) : Ok thanks for confirming! We will be doing that shortly

17:13:38 From Kristin Johnstad : As questions arise about any of the learning objectives, feel free to post questions here. We may pick them up as part of the workshop or transfer and continue the conversation in our group space.

17:13:57 From Andrea Gibbons @andreadgibbons : Any library folk on here, please get in touch with me - andrea.gibbons@somersetft.nhs.uk, We would love you to use your skills to help us build the Evidence 4 QI network!

17:15:41 From Char Bowden : 1/ Expect unfinished business

17:16:00 From Char Bowden : 2/ Slow down there is not much time

17:16:28 From Andrea McGuinness : This may be my new mantra!

17:16:32 From Maureen Flynn, National QI Team, HSE Dublin : Purposely follow up with people

17:17:16 From Matthew Mezey : Yay, Liberating Structures already... ;-)

17:17:40 From Kristin Johnstad : I have to....

17:19:47 From Jeanne Hardacre : I pay full attention to this session, my proposal will still get done.

17:19:48 From MStevenson : If only... i got to the end of my to do

17:19:52 From Julie.Mackie : if only... I could give people a hug.

17:19:54 From Dominique Allwood : if only I could meet up with people

17:19:55 From RFisher : there was more time

17:19:55 From Vardeep NBT : If only...I could eat well and still be in good shape :)

17:20:00 From Seema, Bristol NHS Trust, Doctor, She, Her : If only I didn't have to work a late shift on my birthday

17:20:00 From Melanie Andrews : If only it wasnt dark outside

17:20:07 From Corrina.Davies : If only I could bake

17:20:11 From Julia Slay : If only I could be in a room with all of you!

17:20:16 From Andrew Parker : If only.... there was more time!

17:20:19 From Lou Waters : that sucks Seema but Happy Birthday for this week :))))

17:20:29 From Andrea Gibbons @andreadgibbons : I could give Lou a big hug to say thank you for the champagne

17:20:32 From Kristin Johnstad : When all is said and done...

17:20:34 From Zoe Lord (@ZoeLord1) : @Julia - I'd also like to be in a room with everyone too

17:20:39 From Duncan Courtney : it's only work

17:20:40 From Emma : I did my best

17:20:42 From Hilda Campbell : When all is said and done cats are what matter

17:20:42 From julie anderson : i still have my family

17:20:45 From minesesh : I will still be me

17:20:45 From Claire Marshall : nothing matters but the people you love

17:20:47 From Matthew Mezey : ... we can each make a big difference, if we try...!

17:20:47 From Tracey White : I feel blessed

17:20:48 From Lou Waters : When all is said and done, we only have time

17:20:48 From Szara Coote : when all is said and done I have my family

17:20:49 From bianca.viegas : i would feel a sense of relief!

17:20:49 From Rhiannon Haag : life is fab :)

17:20:50 From Andrea Gibbons @andreadgibbons : When all is said and done we are all alive today

17:20:50 From Lesley Goodburn : it isnt

17:20:51 From Cecily Hollingworth : When all is said and done, I am very fortunate

17:20:51 From Jo Murray, Oxford AHSN : When all is said and done...we're here for patients

17:20:51 From Colin Archer : When all is said and done I've done my best

17:20:52 From Millie : it's what we DO that matters

17:20:52 From Kate NHS Education for Scotland, Glasgow : when all is said and done it could be worse

17:20:52 From Ruth's iPad : When all is said and done... the most important thing is to stay true to yourself

17:20:52 From Iorrainewmurphy : when all is said and done we have family

17:20:52 From Elizabeth : I am safe

17:20:52 From Sophie Bulmer : work is not the most important thing

17:20:52 From Sylvia Wojciechowski : I am doing my best

17:20:52 From Corrina.Davies : when all is said and done ... this too shall pass

17:20:52 From maddocksbrown1 : life will go on

17:20:53 From Madeline Hoskin : when all is said and done we can still be kind to each other

17:20:54 From helen.pye : tomorrow is another day to learn..

17:20:54 From Jane R : we are beautiful and are here

17:20:54 From Heather : When all is said and done....I helped some people

17:20:54 From angela carrington : when all is said and done I made a difference

17:20:55 From des.brown : I'm content...

17:20:55 From Helen.Wharam : when all is said and done everything will come good ...

17:20:55 From Julie.Mackie : when all is said and done...I'm happy

17:20:55 From Emma Gibbard : i have my family and friends

17:20:56 From Gwyn Elias : It will all work out in the end

17:20:56 From Rachel Volland : I have my friends and family

17:20:56 From Sophia Mody : When all is said and done i will have an actual break

17:20:57 From Maureen Flynn, National QI Team, HSE Dublin : Its people that matter and how we each make them feel



17:20:57 From Andrea McGuinness : we will always have the memories

17:20:57 From Dan Harley : work is not that important compared to family and friends

17:20:57 From Sarah : We choose how where to put our energy

17:20:57 From Karen, Strategy Unit : health inequalities will be no more

17:20:58 From Marie : I am a very lucky person

17:20:58 From Karen : lets dance

17:20:58 From MStevenson : When all is said and done be kind

17:20:58 From Rachel : I have family and friends

17:20:59 From Chioma Obasi : I'll know i tried my hardest

17:20:59 From Dianne Burns : be grateful

17:20:59 From Andrew Parker : family comes first

17:21:00 From Cherise's iPad : I've done my best

17:21:01 From Lucy Hawkins : whats the worst that can happen

17:21:02 From Marie Davies : as long as you have done your best - its okay

17:21:02 From Clare Cable : I am good enough

17:21:02 From Krishna Nair : When all is said and done we are all safe

17:21:02 From Clair C : drink champagne

17:21:02 From Siobhan Masterson : When all said and done I've learned more about what matters during covid than every before

17:21:03 From Jo Scott : I will have a glass of wine

17:21:04 From Hesham : I will return

17:21:05 From Naomi : When all is said and done, I will always understand more than I did at the beginning of the day :0)

17:21:05 From Chris Hewitt : When all is said and done I will go to bed!

17:21:06 From Clare Morrison : family always

17:21:06 From Cleo Butterworth : tomorrow is a new day

17:21:07 From Julia Wood : I am grateful for everything I have

17:21:10 From RFisher : there are many storms in teacups, but few things are really important

17:21:11 From Vardeep NBT : when all is said and done...we will meet agai

17:21:11 From Zoe Lord (@ZoeLord1) : night follows day

17:21:11 From Cristina Martin : We will have lots of learning

17:21:12 From Rachel Trask : I am happy in life and love and everything - keats

17:21:12 From Stacey Lally : We are all doing our very best

17:21:13 From Carol : When all is said and done - live life by your north star

17:21:14 From Q Comms : everyone cares and means the best

17:21:15 From Caroline Lennon : When all is said and done...I will be at peace

17:21:17 From Toni - Making Space : I have tried my best and did what I could

17:21:18 From Cheryl : when all is said and done on balance I am very fortunate

17:21:18 From Seema, Bristol NHS Trust, Doctor, She, Her : When all is said and done I have incredible advantage, a home, a family, great teams a platform from which I can do good work and I can run on the trails

17:21:20 From Melanie Andrews : when all is said and done i have my garden

17:21:32 From Jeanne Hardacre : I have loved and been loved

17:21:34 From Elizabeth : I am no longer safe being zoomed by a real wasp here

17:22:00 From Chris Hewitt : Wasp peril!

17:22:02 From Andrea Gibbons @andreadgibbons : We have a fantastic community of passionate people!

17:22:13 From Toni - Making Space : oh no Elizabeth, it is late in the year for a wasp

17:22:39 From Julie.Mackie : A wasp ..... in November..... a ninja wasp

17:22:49 From Lou Waters : I love Kristin that you are as mad as me

17:23:02 From Jeanne Hardacre : Love the 3 streams (although you called them something more articulate than that!)

17:23:19 From Andrea McGuinness : thank you for making me chuckle!

17:23:24 From Q Comms : Definitely bringing wine to the next session Kristin :)

17:23:25 From Karen : Thank you for that Kristin

17:24:11 From Elizabeth : Def smiling here for first time today I think - thanks Kristin

17:24:15 From Rachel Volland to Char Bowden(Direct Message) : Hi Char I am struggling to access the group space I cant get my Q Community log in to work. Are you able to help me please after the session?

17:24:37 From Char Bowden to Rachel Volland(Direct Message) : Sure!

17:24:51 From Char Bowden to Rachel Volland(Direct Message) : I will send you an email with a new password

17:24:54 From Matthew Mezey : Btw, Q's public 'Network Weaving' group space is here: <https://q.health.org.uk/community/groups/network-weaving/> - please join if you haven't done so already (and introduce yourself).  
(There is also a separate invite-only closed group space for participants taking part in the full Network Weaving learning series.)

17:25:12 From Catriona M Macmillan : Hi David Elder - good to see a familiar name!

17:26:04 From Kristin Johnstad : Smiling and chuckle and feeling good in important. In networks, people won't continue if gathering or meetings are draining or if the gatherings aren't useful.

17:26:43 From Madeline Hoskin : i am seeing some familiar names from twitter - that is a network for me too

17:27:56 From Hilda Campbell : Be great to share twitter details as another way of sharing and connecting with each other @COPEScotland

17:28:08 From Lou Waters : @LouWaters\_QI :)

17:28:17 From Claire Marshall : Good idea Hilda @clairem7523

17:28:19 From Andrea McGuinness : @1mcguinness

17:28:19 From Sophie Bulmer : Nice idea Hilda: @SophieBee

17:28:24 From Claire Marshall : Hi Lou!

17:28:28 From Cath Heaney, East London Foundation NHS Trust : @CathHeaney :)

17:28:29 From Hesham : @hesham\_abdalla

17:28:31 From Shane.Costigan : @shane\_costigan :)

17:28:32 From Zoe Lord (@ZoeLord1) : @Zoelord1

17:28:35 From Emma : @emmaadamsGenQ

17:28:37 From CornellG : @GSCOrnell

17:28:38 From Heather : @hlshearer

17:28:40 From Millie : @MillieLove86

17:28:41 From Krishna Nair : great.... @krishnaker

17:28:44 From Libby Keck : @libbykeckhealth

17:28:45 From Karen, Strategy Unit : @toadeldee

17:28:47 From Lou Waters : Hi Claire - maybe a networked approach to get Take That to play? ;-)

17:28:47 From Andrea Gibbons @andreadgibbons : @andreadgibbons

17:28:48 From Mirek Skrypak : @MirekQI

17:28:48 From Katy Mallender-Ward : @katymall

17:28:49 From Karen : Hi Hilda. - @kmachin

17:28:51 From Andrea Gibbons @andreadgibbons : @evidence4qi

17:28:53 From Carol : @CarolLRead

17:28:54 From Kate Pound : @KateSlater2

17:28:55 From RFisher : @ahpvalues

17:28:56 From Seema, Bristol NHS Trust, Doctor, She, Her : @Mountain\_medica

17:28:58 From Ruth's iPad : @Rthy. also @NAEarlyYears

17:29:03 From minesha : @mkrettiwt

17:29:05 From Jeanne Hardacre : @JeanneHardacre

17:29:05 From Andrew Parker : @aparker2SAS

17:29:08 From Tracey White : @TrJw @HSCQI

17:29:08 From Julia Wood : @JuliaWoodQI

17:29:10 From Elizabeth : @elizbeech

17:29:12 From Rhiannon Haag : @NELFTAdultSLT

17:29:17 From Maureen Flynn, National QI Team, HSE Dublin : @mapflynn and @nationalQI

17:29:19 From Rachel Trask : @rachel\_n\_trask

17:29:19 From Rachel : @RachelChappel19

17:29:24 From bianca.viegas : @Bianca\_enhtqi

17:29:25 From Naomi : Great idea! @Naomi\_Burden & @AHPQI for our SIG :)

17:29:28 From Cristina Martin : @ccristinamartin

17:29:33 From des.brown : @desbrown67

17:29:34 From Gwyn Elias : @EliasGwyn

17:29:36 From MaryCate : @dottymaterocks

17:29:38 From Madeline Hoskin : i am @madihoskin - no idea how to copy paste this list into the twitter app on my phone though!

17:29:42 From Chris Hewitt : @c\_hewitt\_

17:29:46 From helen.pye : @helenkaypyenhs

17:29:47 From Jo Murray, Oxford AHSN : @JoMurrayOxAHSN

17:29:48 From Chioma Obasi : @ChiomaO\_QI

17:29:49 From Duncan Courtney : @dunkieone

17:29:53 From Kristin Johnstad : How might networks be a different way of organizing

17:29:56 From Katja Behrendt : they cross organisational boundaries and are more informal

17:29:57 From Kristin Johnstad : ?

17:29:58 From Sylvia Wojciechowski : @SylviaCrook68

17:29:58 From Clare Cable : networks are democratic - power is not located in one place

17:30:05 From Libby Keck : There isn't one source or centre of power

17:30:05 From Cecily Hollingworth : Less opportunity to create a hierarchy - everyone equal

17:30:05 From Naomi : More gorilla!

17:30:06 From Madeline Hoskin : more flexible

17:30:07 From MStevenson : not hierarchical

17:30:07 From Kristin Johnstad : Gorilla>

17:30:07 From Duncan Courtney : they're mutualities

17:30:07 From Ruth's iPad : They have a shared purpose that unites

17:30:07 From Seema, Bristol NHS Trust, Doctor, She, Her : Fluid, flexible and emergent

17:30:09 From Millie : more dynamic

17:30:09 From Brefne Jowers : Shared purpose

17:30:10 From Rammya : more relationship focused

17:30:10 From Lou Waters : connected, different skill mix, peer support

17:30:10 From Justin.Stephens : not necessarily formal

17:30:11 From Penny Pereira : Relies on discretionary contributions

17:30:12 From Andrea Gibbons @andreadgibbons : The element of choice - you opt into a network

17:30:12 From julie anderson : mutual - less hierarchy

17:30:12 From Rachel : Not hierarchical, all have opportunity to contribute, organic can grow and adapt

17:30:13 From helen.pye : less formal, more free thinking

17:30:13 From Rachel Trask : Not necessarily a leader in the network - flat hierarchy

17:30:14 From Claire Marshall : not hierarchical

17:30:15 From Matthew Mezey : Based around shared passion, voluntarism, shared power....

17:30:16 From Cleo Butterworth : Not hierarchical

17:30:16 From Jo Murray, Oxford AHSN : Flattened hierarchy - voluntary rather than mandated

17:30:16 From Maureen Flynn, National QI Team, HSE Dublin : Networks are social and personal - tap in to the heart and passion

17:30:16 From Jeanne Hardacre : More Informal? self organising? organic?

17:30:17 From Tracey White : They are intentional with a common focus

17:30:17 From Karen, Strategy Unit : created out of want/need

17:30:17 From Faye Goldman : Have commonly defined purpose

17:30:17 From CornellG : Distributed and democratic. Values based.

17:30:17 From Corrina.Davies : cross boundaries and hierarchies

17:30:17 From Matthew Hill : Start with relationships, less linear

- 17:30:17 From bianca.viegas : networks have a shared goal to work towards compared to groups or individuals
- 17:30:18 From RFisher : More emphasis on relationships
- 17:30:18 From Siobhan Masterson : Tend to be less formal
- 17:30:19 From Karen : Shared purpose and responsibility
- 17:30:19 From Vardeep NBT : self selecting
- 17:30:19 From Rachel Volland : non hierarchl
- 17:30:20 From Marie Davies : flexible
- 17:30:20 From Madeline Hoskin : more human
- 17:30:21 From Dan Harley : they are fluid and changing
- 17:30:21 From Heather : sometimes opportunity not to be constrained by rules/organisations
- 17:30:21 From Sylvia Wojciechowski : Fluid,
- 17:30:21 From Elizabeth : networks bring variety and retain individuality
- 17:30:21 From Chris Hewitt : A feeling that everyone should have access to the same information / opportunities?
- 17:30:22 From Sarah : crossing organisational boundaries, rely more on opt in
- 17:30:22 From Sophie Bulmer : peer relationships - flatter heirarchy
- 17:30:23 From Emma : Less formal signs of power. People can participate more freely
- 17:30:25 From Cherise's iPad : longer relationship
- 17:30:27 From Julia Slay : More collaborative, more distriubuted, more inclusive of a range of orgs who don't have formal
- 17:30:28 From Dianne Burns : relationships and less heirarchical
- 17:30:29 From Melanie Andrews : less formal , no heirarchy
- 17:30:30 From Andrea McGuinness : networks imply shared energies to me and a equal relationship
- 17:30:31 From Clair C : individuals feel empowered to take action
- 17:30:31 From Hesham : More important than the individuals is the relationships
- 17:30:31 From Lesley Goodburn : collective people want to be there no pressure

17:30:33 From Rachel Trask : organic

17:30:33 From bianca.viegas : adaptable

17:30:33 From Justin.Stephens : purpose directed

17:30:34 From Toni - Making Space : People coming together

17:30:34 From Neil : nodes within networks run throughout other networks without their boundaries being violated

17:30:34 From Claire Marshall : based on supporting for a common goal

17:30:34 From Mirek Skrypak : not a legal entity

17:30:34 From Szara Coote : @shooshnomore

17:30:35 From Emma Gibbard : organic

17:30:36 From Gwyn Elias : Self-organised, flattened heirarchies, space to be more innovative and creative

17:30:36 From Chioma Obasi : networks mobilise like minded people working to goals with no hierarchy

17:30:37 From Hesham : Simple rules

17:30:42 From Jeanne Hardacre : More messy! Sometimes in a good way!

17:30:43 From Vardeep NBT : can be extensive, far reaching

17:30:44 From David Elder : more relationships than hierarchy, voluntary community

17:30:44 From Marie Davies : changes with time and need

17:30:45 From CornellG : shared purpose

17:30:47 From Andrea McGuinness : mutually beneficial

17:30:48 From Justin.Stephens : real

17:30:48 From Cristina Martin : From my perspective/understanding they are more 'soft' if you're thinking in terms of soft/hard systems thinking

17:30:52 From Hilda Campbell : Often networks evolve as people with a common idea/vision purpose come together often something people opt into as opposed to told to join there is already a sense of connection with values, ideas

17:30:55 From Matthew Hill : more dispersed power

17:30:57 From Julie.Mackie : Sharing ideas, learning from each other, seeing something from another persons perspective



17:31:01 From Chris Hewitt : needs of individuals are met equally - some may miss out but this is recognised by all

17:31:04 From Shane.Costigan : iterative

17:31:04 From Clare Cable : depend on the energy of volunteers

17:31:05 From Elizabeth : have passion

17:31:06 From Seema, Bristol NHS Trust, Doctor, She, Her : welcome disruption

17:31:06 From maddocksbrownl : networks are based on a set of energies that primarily are driven by common purpose and discretionary effort- distributed leadership is key - mutually reciprocity

17:31:09 From des.brown : Some are formal and informal, based around a particular ideology, defined/undefined boundaries...

17:31:17 From Andrea McGuinness : all for one and one for all

17:31:19 From Vardeep NBT : you can play many roles within different networks

17:31:30 From Siobhan Masterson : need buy in from participants,

17:31:32 From Chris Hewitt : There is the option of leaving if someone feels it doesn't fit them

17:31:42 From Rachel to Char Bowden(Direct Message) : Hi Char - will the slides be shared after the event? They are really good and would be good to look back later and reflect.

17:31:51 From Kristin Johnstad : Ya'll are super wise about networks

17:32:04 From Char Bowden to Rachel(Direct Message) : Yes! It will probably be in the group spaces

17:32:15 From Matthew Mezey : @Kristin One question that came up in the open NW group space was: how might networking be used to reduce isolation and improve wellbeing in the new digital world in which we now live?

17:32:18 From Kristin Johnstad : What have you seen as limitations of network ways of organizing in your own lived experience?

17:32:22 From Rachel to Char Bowden(Direct Message) : Brilliant Thank you

17:32:45 From Cecily Hollingworth : Lack of decision making might be a limitation of a network..

17:32:46 From Madeline Hoskin : An alliance works (I work in one) when there is a single purpose but it is proving really hard right now they have all turned inward

17:33:03 From Jo Murray, Oxford AHSN : Room for both and?

17:33:05 From Chris Hewitt : Interesting to see the democratising of comms as a potential feature of a network. You can talk or listen to anyone else without someone / something acting as a conduit?

17:33:12 From RFisher : unclear about function

17:33:13 From Ruth's iPad : No clear rules or structures- they need to be negotiated and this can be a challenge in cultures where there are unspoken norms and hierarchies

17:33:15 From Catriona M Macmillan : Email is changing through as we adopt different ways of communicating like MS Teams

17:33:19 From Kristin Johnstad : Awesome question Mathew - how might network hubs decrease isolation in these COVID times?

17:33:25 From Chioma Obasi : reliance on f2f meeting formats

17:33:35 From maddocksbrownl : often having the power and influence- to affect change- need to make sure they have right membership to achieve their purpose

17:33:55 From Hesham : Limitation- people seem to crave/ cave to authority?

17:34:06 From Chris Hewitt : Something about sustaining contact - motivation for participants - who holds that responsibility?

17:34:10 From Ruth's iPad : Matthew networks can decrease isolation but they must support participants in some way

17:34:11 From Andrea McGuinness : should networks destabilise or stabilise or both?

17:34:13 From Elizabeth : Networks really stepped up with agility in COVID-19 wave 1

17:34:43 From Matthew Mezey : @Hesham - love the co-dependency of 'crave/cave'.... ;-)

17:34:47 From Kristin Johnstad : Interesting observation on how the conditions greatly influence network approaches from Medeline: An alliance works (I work in one) when there is a single purpose but it is proving really hard right now they have all turned inward

17:34:52 From Kristin Johnstad : Oops Madeline

17:34:56 From maddocksbrownl : love this session - great messages

17:35:04 From bianca.viegas : limitations in an organisation could be old power working styles , multiple priorities and financially driver rather than servicer user focused

17:35:39 From Elizabeth : @andrea McGuinness Both and be time limited too

17:35:42 From Kristin Johnstad : Hesham - could you say more in chat about simple rules that support effective network patterns?

17:35:52 From Chioma Obasi : 'Usual suspect' syndrome sometimes same people same ideas lack of diversity

17:35:58 From Colin Archer : word

17:36:06 From MStevenson : totally agree

17:36:25 From Chris Hewitt : Without attention, messages can become weak / lost when filtered through layers of an organisation - maybe a network can counter this by not placing blocks in between members for communication

17:36:26 From Madeline Hoskin : I am seeing that old power is re-emerging and re-powering during the pandemic, is anyone else feeling/seeing this?

17:36:33 From Andrea McGuinness : @elizabeth thanks-why time limited though if they evolve and adapt?

17:36:50 From lindsey.darley : is a community of practice a network or is it different?

17:37:00 From Kristin Johnstad : In networks you are paying attention to what level of agreement can you get (simple rules) and what certainty is needed?

17:37:05 From Kate Pound : Makes me think where does the power and control sits within these groups.

17:37:12 From Karen : @Madeline - definitely feeling that - large funded old power is excluding more dynamic smaller user led organisations

17:37:13 From Siobhan Masterson : Madeline - old style autocratic style was in play at the start of the pandemic, maybe out of necessity, not going to wash for much longer!

17:37:16 From Ruth's iPad : Madeline I am seeing that too. Somethimes because people are comfortable with it

17:37:20 From Elizabeth : @Andrea maybe that reflects some networks I work in that seem to have lost focus?

17:37:24 From MStevenson : yes old power reemerging and they are loving it

17:37:26 From Andrea McGuinness : time focussed confuses me. If networks adapt do they need to rebrand or reidentify?

17:37:56 From Hilda Campbell : be helpful maybe to learn about each others specific interests so if copying into a tweet e.g. we have a sense of what maybe most useful to share. Building a kinder world together tackling inequalities and reducing mental/emotional suffering as a result of a life challenge and building resilience so it doesn't hurt to much when it is sore and people are at the centre and see change as a result of the networks which they can also be a part of directly or indirectly by having advocates who will share their perspective when people don't feel ready to do that themselves

17:38:14 From Kristin Johnstad : Feel free to continue responding to one another then the chat box to questions and experiences being posed by your colleagues.

17:38:31 From Seema, Bristol NHS Trust, Doctor, She, Her : I wonder if successful networks have members with a sense of agency which enables them to work outside "old power"

17:38:36 From Andrea McGuinness : Is it time focussed as in I can step back as an individual participant when I am done or because it will finish it's purpose?

17:38:40 From Heather : Flexibility between the three models is important and also challenging in practice. Can lead to others critiquing leaders for being inconsistent for example

17:38:50 From Lou Waters : or WITH old power in a new power way @Seema

17:38:52 From MStevenson : How to organisations use the power of networks effectively

17:39:09 From : hi. I joined slightly late w some IT challenges. super to 'meet' everyone.

17:39:16 From Elizabeth : Like that @Lou Waters

17:39:23 From Caroline Lennon : Will the slides be available to us?

17:39:29 From Lou Waters : Oops lots of a's haha :)

17:39:41 From Hilda Campbell : sense of agency is important

17:39:46 From Elizabeth : Snow?

17:39:50 From MStevenson : wow love snow

17:40:15 From Andrea McGuinness : lots of wisdom already out there!

17:40:18 From Melanie Andrews : @melajand

17:40:22 From Ruth's iPad : power was my observation

17:40:25 From Hesham : @kirsten Some simple rules of thumb that help grow a network develop...Everyone is equal; It's OK to ask; Believe in the benevolence of others.

17:40:32 From Penny Pereira : I'm struck by just how much there is in the chat!

17:40:32 From lorrainevmurphy : @LorraineMurphyQ

17:40:44 From Elizabeth : Network duration seems a theme

17:40:46 From Lou Waters : will the chat be curated?

17:40:47 From Carol : good call Hesham

17:40:49 From Madeline Hoskin : i have fog?

17:41:01 From Cherise's iPad : @GyimahCherise

17:41:02 From Rachel Volland : @RachVolland

17:41:03 From Char Bowden : @Lou yes!

17:41:04 From Hesham : I have never seen so much chat!

17:41:11 From Elizabeth : Snow and Fog

17:41:15 From Andrea McGuinness : kindness and cpeople as priorities

17:41:22 From Lou Waters : Brill, thanks @Char

17:41:27 From Ruth's iPad : It's the Scottish ones, we can't stop chatting

17:41:32 From Vardeep NBT : we have commonality and diversity in this group

17:41:43 From Cath Heaney, East London Foundation NHS Trust : By clicking in 3 dots (ellipsis) in chat box, I think you can choose to save the chat at the end if you'd like to.

17:41:45 From Madeline Hoskin : how do you raise a hand in zoom? i am an ms teams user?

17:41:48 From Lou Waters : shared interest and purpose

17:41:50 From Hilda Campbell : need for some kind of focus, some sense of purpose, fun, network members value the time they invest in it they see it is worthwhile in some way for them

17:42:08 From Dan Harley : so public sector healthcare organisaions i've worked in dont value networks as described. they value process driven agendas and there is an undervaluing of relational aspects.

17:42:12 From Cath Heaney, East London Foundation NHS Trust : Madelaine - at the bottom of participant list there is a row of icons - raise hand is there

17:42:15 From Maureen Flynn, National QI Team, HSE Dublin : We are really engaged and have great energy for participation

17:42:35 From Matthew Mezey : My twitter: @MatthewMezey

17:42:36 From Sarah : Very interesting insight Minesh re structure and relationships

17:42:38 From Char Bowden : @Cath- thanks for helping!

17:42:53 From Siobhan Masterson : Even formal organisations are highly reliant on informal relationships

17:42:58 From Cath Heaney, East London Foundation NHS Trust : No worries, nice change of gear to be a delegate :0D

17:42:59 From Julie.Mackie : that is a really good point minesh

17:43:01 From Madeline Hoskin : can someone please collect the twitter handles and share on the Q group space please?

17:43:10 From Ruth's iPad : great idea

17:43:23 From Hilda Campbell : sometimes when we start with the values of a network, its members, create psychological safe spaces (Hello Matthew) so people can be authentic is when real magic can happen

17:43:32 From Elizabeth : @dan Harley I see networks as pure gold delivering improvement

17:43:36 From Andrea McGuinness : like that people and personal values drive the network. Feels almost selfish to say this outloud

17:43:40 From Hilda Campbell : me is Hilda need to find how to change that!

17:44:07 From Clare Morrison : My internet fell over when Twitter handles were being put in. Mine is @clareupnorth

17:44:10 From Lou Waters : Innoviser in Denmark have done some great research on networks and utilising those informal networks to build energy for change....  
<https://www.innovisor.com/2017/05/30/how-to-rethink-change-with-the-three-percent-rule/>

17:44:25 From Hilda Campbell : at the end of the day, whatever job, role, we have, we are people, is when we bring 'us' to the network things change

17:44:45 From : for me the best networks give you energy, make you feel "safe" (as in among people you can be open with) and help you do yiur core work better. (even if you don't quite see the link to the last you get a sense it's there. and the first two take time to build)

17:44:52 From Clare Morrison : Love the pure gold comment @elizabeth

17:44:53 From Andrea McGuinness : energy is a significant theme-how hard is everyone finding it to have energy to make changes?

17:44:56 From Penny Pereira : Some interesting reflections on collaboration and hierarchy during covid in Q's insight survey. You can find out more at #Qevent next week!

17:44:58 From Dan Harley : imo the public sector don't acknowledge the value of informal networks enough although that is where alot of good work takes place

17:45:16 From Matthew Mezey : Operational power, adaptive power, enabling power + many more....

17:45:24 From Szara Coote : Together we are better and our voices louder

17:45:29 From Hilda Campbell : safety is important, offers space to think out of the box without fear of judgement

17:45:53 From CornellG : I like that phrase - power is not a light-switch. Perhaps it's a switchboard or mixing desk - with lots of different dials to fine tune as the music plays

17:45:56 From Dan Harley : great point hilda

17:46:16 From Kristin Johnstad : Safety is key AND the more diverse the network the more subtle the risks can be for speaking up/being visible/experimentation.

17:46:22 From Tracey White : Agree, a safe space is really important

17:46:24 From Catriona M Macmillan : Agree Dan Harley, although I think it is improving.

17:46:25 From Dan Harley : power and relationships are critical

17:46:40 From Cath Heaney, East London Foundation NHS Trust to Char Bowden(Direct Message) : Sorry if I overstepped, answering the tech query was an automatic response, oops! :)

17:46:48 From Kristin Johnstad : How do you make a space safe in your own experience of leading groups/ teams/networks

17:47:09 From Chris Hewitt : Does everyone in the network have to know they're in the network? 😊

17:47:27 From Matthew Mezey : @DanHarley - I'm hearing rumours that your Liberating Structures user group in Scotland could be getting going online.... ;-)

17:47:43 From Dan Harley : <https://bmjleader.bmj.com/content/early/2020/11/06/leader-2020-000394> i found this a useful read when considering speaking up

17:47:46 From Andrea McGuinness : I feel like the image of penguins rotating to keep warm

17:47:47 From Penny Pereira : We sometimes sees ways of organising in health care that are called networks, or start as networks but aren't always able to keep their network features. While I'm not personally too purist about what's a real network, and need to recognise a spectrum of network forms, this can dilute our understanding of the core features of effective networks

17:47:49 From Char Bowden to Cath Heaney, East London Foundation NHS Trust(Direct Message) : Not at all! As I am host the raise hand doesn't show so I was trying to work out how to describe it from memory!

17:47:55 From Hilda Campbell : I am fortunate i head up a small charity we can change and adapt quickly, sometimes the larger the other members of the network and their reason for being there, things can seem to go in circles with no action and that can be draining, for me, networks need purpose an outcome which has an impact on whatever it is matters to us as people and in the roles we have

17:47:55 From Char Bowden to Cath Heaney, East London Foundation NHS Trust(Direct Message) : Very much appreciated

17:47:56 From Kristin Johnstad : You want people to know they are in a network IF YOU ARE intentionally wanting them to play a role

17:48:11 From Duncan Courtney : this is exactly describing the 'project' I'm working with!

17:48:19 From Clare Cable : I think there's a real art to holding safe spaces and people feel safe as they experience being held.

17:48:20 From Heather : Really agree with that observation Penny - wish there was a like button in zoom!

17:48:24 From Cristina Martin : An aside - for Twitter friends, I've created a list you can follow of everyone who shared their handle in case useful <https://twitter.com/i/lists/1326215934038728706>

17:48:30 From Elizabeth : @Kristin Safe spaces - use your power well

17:48:47 From Hilda Campbell : thank you for the list :-)

17:48:57 From Elizabeth : Thanks @Cristina

17:49:08 From Kristin Johnstad : Hilda - let's use your experience at a future session to talk through self-organizing within a network.

17:49:12 From Hesham : Thank you @christine

17:49:13 From Katja Behrendt : I am also on twitter - @behrendt\_katja

17:49:17 From Shane.Costigan : Thanks @Christina :)

17:49:22 From Clare Cable : Can I please join the list @ClareCable :)

17:49:33 From Hilda Campbell : Happy to share anything which maybe helpful

17:49:40 From Duncan Courtney : also explains the anxiety of feeling things are 'out of control' when in this sense they aren't

17:49:51 From Andrea McGuinness : could have nothing obvious in common create a network?

17:50:02 From Hesham : Interestingly, having lived my life on the periphery I see that as a strength. Avoid group-think.

17:50:08 From Sophia Mody : @sophia\_mody to add to the list

17:50:10 From Kristin Johnstad : YIPPEE - the tension of making and celebrating progress AND self-organizing.



17:50:16 From Heather : Safe spaces - make time for people to share stuff outwith their formal role/job title. pay attention to how I react to what people say/do. Notice when people are different and check-in

17:50:31 From Matthew Mezey : We're developing some Q work to use Kumu to map the Q member network - look out for it, and add yourself to the map when its ready!

17:50:32 From minesha : In these maps is there a way of highlighting which relationships are stronger than others

17:50:36 From Andrea McGuinness : @Duncan great observation re anxiety -makes a lot of sense to me

17:50:58 From Cheryl : thanks @OTcheryl

17:51:17 From Catriona M Macmillan : is that slide moving or have my eyes gone wonky??

17:51:22 From Matthew Mezey : I brought together Hesham and John Lodge... and Hexitime ensued! ;-)

17:51:27 From Clare Cable : @Matthew I looked at the Kumu site, it looks really good!

17:51:55 From Kristin Johnstad : Yes these visualize are called social network analysis. You can map connection (links) based on a range of dimensions - flow of info, trust and support etc

17:52:12 From Dan Harley : Centralised power forms the dominant narratives, what is talked about. Are networks welcomed by the powerful?

"At work, what is accepted as the truth reflects who has power. The powerful shape what goes onto the agenda, whose voices are prioritised and what gets acted on as a result of discussions."

<https://bmjleader.bmj.com/content/early/2020/11/06/leader-2020-000394>

17:52:18 From Hilda Campbell : Sometimes in finding new answers to a common issue it can feel a bit quantum which can be unsettling as we don't know where it may go, or feel we have a sense of control., however, sometimes going with the flow and not expecting a result A from the outset can take us to really interesting places as often A doesn't lead to B it turns out going to L which is more where we wanted to be but didn't know it, the visioning is the place to start then the way we get there we leave open?

17:52:27 From Hesham : @matthew you spotted a latent relationship

17:52:43 From des.brown : @Matthew I really like the idea of using Kumu :)

17:52:58 From Kristin Johnstad : Hey who wants to take a kumu conversation over to the group space? I have a couple maps I would bet happy to share and we could think through what would be valuable for you and Q

17:53:02 From Matthew Mezey : @Clare we'll need to work out what the most important aspects of the links/relationship are; what characteristics of the links between people do we need to know about?

17:53:05 From Chris Hewitt : I love "a bit quantum" Hilda. Totally agree! Reminds me of the Jeremy Bearamy continuum from the Good Place

17:53:19 From minesh : Social movements really

17:53:23 From Andrea McGuinness : how do you stop breakaway hubs fragmenting the network?

17:53:29 From Julie.Mackie : No idea what KUMU is???

17:53:36 From Kristin Johnstad : Has any one used hand-drawn maps (or post-it mapping to see connectedness

17:53:40 From Penny Pereira : Love the focus on connecting to enable collaboration for action. As we developed Q, we heard collaborating for action is quite a high ask. Connecting to enable people to learn and support each other might be stepping stones to more radical system change.... on clusters at ever greater scale..

17:53:41 From Duncan Courtney : so what's our individual role? get cluster leaders speaking to each other?

17:54:18 From Kristin Johnstad : I'll put the kumu link in chat. It is just a data visualization software that shows connections. I'll grab the link and put it in chat. Give me a minute.

17:54:20 From lindsey.darley : have used kumu to map palliative care work in my locality, and my local care org - very early days but really useful

17:54:21 From Elizabeth : Bridging clusters @duncan

17:54:26 From Hilda Campbell : I think when we get a bit quantum is when it gets really interesting, using mechanistic approaches works with machines, people and networks are way more unpredictable and so fascinating and unique

17:54:50 From des.brown : @Kristin I'd like to join a Kumu conversation

17:54:55 From Chris Hewitt : Yep Hilda totally

17:54:56 From Julia Slay : There are some amazing resources and links being shared on here: I'm wondering if it's possibly to get a resource back shared out afterwards? Kumu looks brilliant!

17:55:00 From Kristin Johnstad : <https://kumu.io/>

17:55:01 From Vardeep NBT : @Hesham I relate to your comment about being on the periphery, I feel comfortable there too and like the benefits it provides.

17:55:09 From Duncan Courtney : bridging clusters and supporting developments?

17:55:21 From Stacey Lally : @Julie, Kumu mapping is a systems map and enables you to develop a map of your network (in very simple terms). We are doing some work on this and will be sharing more towards the end of the year.

17:55:38 From Elizabeth : I want kumo for my life

17:55:40 From Hilda Campbell : Sometimes we need to check in with why people network, I recall being told once i was a nightmare to work with as I expected people to do things!

17:55:42 From Kristin Johnstad : If you want to see a rural health network that Bill and I are working with that has used Kumu to self-organize. Here is the link;  
<https://kumu.io/Johnstad-and-Associates/bbc-network-weavers-cohort-1-pilot#network-weavers-1>

17:55:43 From Katie Young : @julia Yes, we will share resources on the group space

17:55:51 From Rachel Volland : I am overwhelmed by the chat and information at the end of a busy day. Can we get the slides and chat afterwards to reflect on?

17:55:56 From Chris Hewitt : Do a limited number of networks make it through each stage? It feels like the "a bit quantum" phase Hilda referred to is the organic bit that we can't account for or predict

17:55:56 From Matthew Mezey : @Julie - Kumu is network mapping software. Here's an example of a network map (it includes one Q member!):  
<https://embed.kumu.io/1fe21637db2aa3823488472aca77d9fb#home>

17:56:09 From Catriona M Macmillan : Me too Rachel - I'm exhausted!!

17:56:20 From Katie Young : @rachel - Yes, we will share the slides in the group space for everyone tomorrow

17:56:37 From Dan Harley : useful OU course for hand drawing network diagrams  
<https://www.open.edu/openlearn/science-maths-technology/computing-and-ict/systems-computer/systems-diagramming/content-section-0?active-tab=description-tab>

17:56:38 From Ruth's iPad : thanks Katie, that will be really helpful

17:56:51 From Rachel Volland : Phew not just me thanks @catriona

17:56:53 From Kate Pound : love this slide

17:56:56 From Catriona M Macmillan : I am only signed u for the workshops - will I have access to the group space?

17:56:58 From Andrea McGuinness : @chris yes re who makes it through the stages, do we need to know what we are setting up to do this or do we wait to see how we develop?

17:56:59 From Hesham : @vardeep I am cautious assumption that the hub is where it's at.

17:57:02 From Kristin Johnstad : That rural group is doing a summit that you'd be well to check out or get the recording. It is weavers who started out last Sept and are growing the network across a geographic region.

17:57:22 From Penny Pereira : Interesting Chris - I guess we often see networks fragment and struggle to get to a point of self-sustaining. That may not be a disaster... networks as a way of sensing where energy is and what's meant to be??

17:58:01 From Chris Hewitt : Yes Penny that makes sense. Rather than seeing it as a failure to progress, a characteristic of that network and its purpose?

17:58:25 From Matthew Mezey : @Catriona - everyone can join the open 'Network Weaving' here: <https://q.health.org.uk/community/groups/network-weaving/> (there is a closed space too)

17:58:33 From Siobhan Masterson : distributed, relational and interdependent - I really like that

17:58:34 From Toni - Making Space : I wonder if there is a difference between a network online and a network of people that can meet up in a community? Do networks develop quicker face to face or online?

17:58:40 From Ruth's iPad : This totally makes sense. I don't think people generally understand networks and so they end up frustrated

17:58:41 From Hilda Campbell : Sometimes networks come together for a specific purpose BUT the relationships built during that continue beyond that and even form new networks

17:58:46 From Dan Harley : that would freak out alot of public sector managers

17:58:53 From Ruth's iPad : Haha Dan

17:58:55 From Catriona M Macmillan : Thank you Michael

17:58:56 From Heather : So....any shortcuts to having significant resource to develop through the stages?

17:59:04 From Kristin Johnstad : Rural health network summit Bill and I are working on if you want to see a USA Texas-based Initiative that is 1 year old.  
[https://stdavidsfoundation.zoom.us/meeting/register/tJYuc-yqqDgvH9ZxNiLDfrQEkg8myGYWbjp\\_](https://stdavidsfoundation.zoom.us/meeting/register/tJYuc-yqqDgvH9ZxNiLDfrQEkg8myGYWbjp_)

17:59:08 From Siobhan Masterson : @Toni, I've tried establishing a network online during the pandemic - it's tough

17:59:14 From Andrea McGuinness : how succesful are networks within current climates and leadership practices? Also letting go of outcomes is a little bit uncomfortable from my QI role as we are fairly committed to outcomes :(

17:59:17 From Clare Cable : This has resonance with Julian Stodd's thinking around radical connectivity <https://julianstodd.wordpress.com/2020/08/11/landmarks-of-the-social-age-3-community/>

17:59:19 From Hesham : The best thing about COVID?

Command and control; without the control.

17:59:30 From Chris Hewitt : I'm mentally mapping all of this onto what I would describe as co-production. I feel like there's a lot of shared ground there.

17:59:56 From Ruth's iPad : Siobhan and Dan, that maybe does explain the challenges we are having

18:00:34 From Matthew Mezey : @ChrisHewitt - love to hear what is in coproduction that might be missing from Network Weaving....?

18:00:36 From Toni - Making Space : I was thinking the same @Chris Hewitt. For co-production to take place, we need to work together for a common purpose

18:00:40 From Justin.Stephens : @Hilda It makes sense that relationships outlive purpose. I suppose the trick is reinventing purpose and continuing to build new relationships to sustain the potential of the network.

18:00:51 From Penny Pereira : Really helpful on network leadership. In health care, people leading networks are also sometimes involved in managing the interfaces with structures and organisations in the context within which the network operates? Negotiating the space for the network might be an important feature, and require other leadership skills too?? Will be really interested to learn more.

18:01:02 From Hilda Campbell : Sometimes networks are very loose they don't have set times to meet, or minutes the people know each other, what matters to each other and come together to support each other when we need to, very organic

18:01:18 From Ruth's iPad : @Penny yes there is a real tension in roles

18:01:24 From Dan Harley : ruth. its tricky when the status quo is org drive rather than mission. brand over humility etc

18:01:33 From Andrea McGuinness : @Justin then we have to be more comfortable with transactional relationships maybe?

18:01:34 From Toni - Making Space : @Siobhan - I can see how setting an online network is tough. It can be easier to reach people but tougher to develop a meaningful connection

18:01:37 From Karen : @Matthew - is there something about seeing all people as assets (no more throwaway people) that might get lost in a network that's about providers

18:01:59 From Naomi : @Penny, I am about to enter into this space!

18:02:10 From Chris Hewitt : @matthew I'm currently wondering what's missing from co-pro that could be here in Network Weaving! I wonder if it's more about which audiences will be more receptive to which approach?

18:02:11 From Sarah : Like that Karen

18:02:18 From Stacey Lally : Agree @Penny - Letting go of control and outcomes might be a particular within organisational settings. The push and pull of negotiating the space and proving their worth?

18:02:25 From Penny Pereira : @naomi good luck. Great to have a group of peers with you on that journey!

18:02:28 From Hilda Campbell : Yes everyone is an asset, and sometimes people don't realise how wonderful and asset they are and networks are ways of bringing people on board to see they are valued

18:02:40 From Jeanne Hardacre : Does anyone else feel that coming to a shared set of values is easier said than done?? In a very culturally and socio-economically diverse network I am part of, there are so many diverse values, including diverse religious interpretations of the world - and I am finding it hard to help to weave our way through this.

18:02:46 From : this point about networks being especially important to give voice to the marginalised is bang on Bill

18:02:50 From Siobhan Masterson : @Toni - absolutely. Existing relationships are easier to sustain in a virtual world. Missing all the non-verbal comms from face-to-face meetings!

18:03:03 From Chris Hewitt : @Toni yes! Agreed.

18:03:23 From Justin.Stephens : @Andrea - wouldn't it be better to embrace the possibility of transformational relationships? Go beyond the time-based transactions to co-develop new knowledge insight?

18:03:46 From Matthew Mezey : The way that formal operational structures in our orgs interface with networks etc is made very clear in Prof Mary Uhl-Bien's work. Here's a great Q Zoom with Mary, if you don't know her work: [https://youtu.be/miEcPzx3\\_FI](https://youtu.be/miEcPzx3_FI)

18:03:54 From Hesham : I am interested in the role of organisations in change.

Martin Luther King: "A social movement that only moves people is merely a revolt. A movement that changes both people and institutions is a revolution."

18:04:03 From Naomi : @Penny, Absolutely, everyone here will be part of the journey as we learn and share through this series

18:04:06 From maddocksbrownl : important to recognise the difference between a managed programme and the kind of networks that we are discussing here. very refreshing

to stand in the space of real network organising rather than a hierarchical program that is called a network

18:04:26 From Elizabeth : 2 NHS networks I am in have a organisational Power representative in the network that is fascinating to watch at work as they do this so differently, with one network being enabled by the Power rep; the other network is quite different

18:04:30 From Andrea McGuinness : I am hearing some conflict we have a limited value and opportunity are we comfortable to pick up and be picked up and drop back and be dropped back? How do we manage emotional connections and self value to do this without hurting or being hurt?

18:04:33 From Stacey Lally : @Jeanne a question about how far absolute consensus is needed? Complex and challenging

18:04:51 From Hilda Campbell : Doing some work just now around creating gambling harms safer families and communities, the success of this will be the strength of the networks the people who come together to address the issues network members (who are added to all the time) and what they bring, how well we scope for new members e.g. recent contact via twitter for the recover me app we are now doing a pilot of, yes networks expand and we cannot control them only seek out others with common values

18:04:52 From Ruth's iPad : @maddocksbrown yes

18:04:59 From Dan Harley : need to leave now. well done Q ppl. this has been great!!

18:05:08 From Kristin Johnstad : Thanks for doing Dan

18:05:28 From Clare Morrison : @siobhan absolutely but so many barriers to face to face even before covid (rurality a key one), so how do we embrace online to be much more inclusive in networks?

18:05:29 From Kristin Johnstad : Check out the recording and the group space for continued conversation

18:05:34 From Duncan Courtney : I work in a network that is soooooo not a network according to this - no wonder I'm going nuts

18:05:45 From Julie.Mackie : I think working remotely has helped give a voice to more people - MS teams has helped give everyone a more equal voice. I hope we keep this post covid.

18:05:51 From maddocksbrown1 : interested in views on the concept of self sustaining networks ..it is something I have heard set out as an ambition and yet very difficult to achieve- what are others experiences/views?

18:05:53 From Ruth's iPad : @duncan

18:05:54 From Justin.Stephens : like

18:06:08 From Naomi : @duncan, many light bulb moments!

18:06:12 From Szara Coote : Great to be part of the Q community, thank you for this, sadly I am having to leave, but been truly informative

18:06:13 From Elizabeth : That's a nice challenge for you @duncan Courtney

18:06:20 From Jeanne Hardacre : @stacey I don't think we're aiming for absolute consensus - just a degree of respect for different perspectives would be a good start in this case!

18:06:21 From Toni - Making Space : @Siobhan/Clare I feel the question is how can we develop meaningful connections to be harnessed online?

18:06:43 From : listening to this I'm curious about how we communicate the value of networks. I have a strong sense that even network enthusiasts have some discomfort that when they are doing network things they are "not really working". which is problematic for several reasons. I'm v interested to hear people's views on this

18:06:46 From maddocksbrownl : Hi will we get the slides please - some great learning points and frameworks

18:06:47 From Catriona M Macmillan : @julie mackie - totally agree - we need to continue to ensure that equal voice

18:06:58 From Jeanne Hardacre : And if no consensus, whose set of values is more or less important than anyone else's???

18:06:59 From Duncan Courtney : ouch!

18:07:01 From Clare Morrison : @Toni - I completely agree

18:07:10 From Seema, Bristol NHS Trust, Doctor, She, Her : @Duncan I love your honesty. I'm seeing holes everywhere in my particular context!

18:07:12 From Ruth's iPad : Absolutely, where are the gaps?

18:07:16 From Matthew Mezey : Hope everyone here knows that we have a regular Q 'Liberating Structures' user group. Join the group space to hear more: <https://q.health.org.uk/community/groups/liberating-structures-in-healthcare/> - next meetup is Thursday 3rd December (midday) - no event page yet.

18:07:17 From Cecily Hollingworth : Yes, absolutely agree re: the perceived value of networks and trying to justify time spent networking

18:07:18 From Hesham : @Jeanne my experience is that when it comes to values, we have more in common than divides us.



18:07:18 From Andrea McGuinness : I thnik I am heading back up to the safe spaces comments earlier in order to understand the potential timed fixed need or role we may play in a newtork personally

18:07:26 From Lou Waters : I agree.....might be worth seeing what the @source4networks team think from NHSE perspective

18:07:33 From Sarah : So much to take in, glad I had my berocca!

18:07:37 From Faye Goldman : ^ for those talking about connections in online spaces, you might be interested in this - <https://www.thecatalyst.org.uk/blog/human-connection> Created more for charities but still relevant beyond - they are tools and principles to create meaningful human connection in online services

18:07:38 From Hilda Campbell : one network we are creating here and now is between each other, we have different experiences of networks so can be there for each other where maybe someone is struggling in a network they are involved in, use other networks to explore ok what else can be done. know you are not alone,, think many of us have the feeling of banging our head against the wall

18:07:39 From maddocksbrownl : I think it comes down to how networks identify and articulate the value and impact that they add

18:07:50 From Dominique Allwood : my internet connection is failing me so I missed some of this. will we get the slides ? thank you

18:08:04 From Heather : Sorry - I've got to head off. sorry to miss breakout chat.

18:08:18 From Mirek Skrypak : thank you everyone and need to leave now but will catch up on the website tomorrow!

18:08:23 From Stacey Lally : Thanks for joining Heather, we'll share the recording in the group space

18:08:28 From Katie Young : @Dominique yes we will share the slides via the group space

18:08:30 From MStevenson : real opportunity to breakout from formal structures

18:08:31 From Stacey Lally : Thanks Mirek

18:08:35 From Ruth's iPad : @heather nice to see you here !!

18:08:35 From Sylvia Wojciechowski : Apologies I have leave for another meeting

18:08:37 From Katie Young : Thank you!

18:08:52 From Stacey Lally : Thanks for joining Sylvia

18:08:57 From Shane.Costigan : Many thanks all, need to leave but hope t see you all soon

18:09:01 From Jeanne Hardacre : @hesham Perhaps - and my lived experience of the network I mention is that navigating conflict and difference is at the core of network weaving....

18:09:30 From Andrea McGuinness : I am shocked as I hadn't really thought about how important it is to personally feel connected or disconnected to networks on multiple levels

18:26:12 From Kate Pound : Wow such great discussions in our room

18:26:35 From Karen, Strategy Unit : thanks for a great session and discussion. I need to leave now. looking forward to the next session

18:26:40 From Madeline Hoskin : loved our conversation about trust building

18:26:48 From Catriona M Macmillan : Lesley had a great hat.

18:26:54 From Breda Jowers : People who have fun get more done!

18:26:54 From Jo Murray, Oxford AHSN : Word that resonated was "intentional"

18:26:55 From Emma : Insight - current virtual world might help networks more - virtual space is more democratising

18:26:55 From Clare Cable : We talked about curating chaos and the joy of unintended consequences

18:26:57 From Cath Heaney, East London Foundation NHS Trust : Love this - Network leaders transform structural holes into structural wholes - where are the holes?

18:26:57 From Sarah : Thank you to room 14 - really appreciated hearing your insights and aspirations

18:26:59 From Hilda Campbell : super chat in the room great to meet you all

18:26:59 From : I was lucky to be in a great breakout. main reflection: we have a lot in common and a lot of work we can do together

18:27:01 From William Moore : I big bold broad vision is how we must enter the work of the network.

18:27:02 From Cleo Butterworth : Networks mean different things to different people

18:27:03 From Andrea McGuinness : so many opportunities to learn from the wisdom of others

18:27:03 From Claire Marshall : I don't absorb much in the evening!

18:27:05 From bianca.viegas : focus on the network in the microsystem with frontline staff and not on old power structures!

18:27:07 From helen.pye : intentional networking and following @cuhimprovers

18:27:08 From Naomi to Char Bowden(Direct Message) : Hi, I have to do some parenting, thanks for great sessions and look forward to the notes. Have a great evening

18:27:15 From angela carrington : trust and giving people positive feedback about their contributions

18:27:16 From Cherise's iPad : I have developed a network based on the definition shared

18:27:17 From maddocksbrownl : new insight into network forms and development

18:27:18 From Katja Behrendt : I am going to reflect on all the networks I am already part of and how they are different.

18:27:22 From CornellG : The opposite to fight club - "the first rule of networks is talk about the network"

18:27:22 From lorrainewmurphy to Char Bowden(Direct Message) : excited to learn and understand more

18:27:30 From MaryCate : Have to get comfortable of letting go of outcomes ..... but then how do you stop the group just fizzling out

18:27:31 From Jane R : We call everything a network.....which confuses the landscape !

18:27:32 From Elizabeth : Is there a network starter guide

18:27:32 From Madeline Hoskin : And thank you for the twitter group creator x

18:27:33 From Matthew Mezey : What about the challenge of burnout - how do you do this on top of your normal job?

18:27:35 From Andrea McGuinness : loving the discussions and challenge to my understanding

18:27:36 From Claire Marshall : need to set some time aside to go back through and connect with the group chat etc at another time

18:27:39 From Char Bowden to Naomi(Direct Message) : Oh no worries! Everything will go into the group

18:27:43 From Rachel Trask : Networks enable you to do stuff 'under the radar' not always having to move through the hierarchy - trying stuff out

18:27:43 From Justin.Stephens : Curating Chaos (courtesy of Clare)

18:27:43 From lorrainewmurphy : excited to learn and understand more

18:27:43 From Cecily Hollingworth : There is a challenge around thinking objectively about how I currently work with networks and what I can take from this learning to improve my approach. There is so much to reflect on!

18:27:45 From Maureen Flynn, National QI Team, HSE Dublin : helps we think about have we have been doing intuitively in practice connecting people in networks. Many many insights

18:27:49 From des.brown : The importance of impact as a sustaining factor in networks.

18:27:49 From angela carrington : challenges of involving frontline staff - anyone cracked this?

18:27:51 From Jo Murray, Oxford AHSN : Rapid movement through the stages during COVID due to shared purpose, safety in peer support (scared) - across the country

18:27:54 From maddocksbrownl : William mentioned a weavers hand book - how do we get hold of one please ?

18:27:56 From Caroline Lennon : Trust and going with "what is" rather than what we think it "should be".

18:28:07 From Clare Morrison : I think we were all overwhelmed by the energy of the chat and the session, and trying to take it all in and think about how to move forward!

18:28:10 From Seema, Bristol NHS Trust, Doctor, She, Her : Designing networks which are inviting to all people who have a common interest - networks which do not follow a structure which excludes people who have different backgrounds/lived experience

18:28:23 From Cheryl : the value of keeping connected with networks during covid

18:28:25 From Rachel : Being able to define the network can help create purpose, safe space and unified purpose

18:28:40 From Duncan Courtney : how does one manage the polarity between hierarchical expectations of the leadership role and the non-controlling role of a network weaver in the same job role?

18:28:58 From Elizabeth : Second that @Duncan

18:29:05 From Hilda Campbell : I offer a wee good morning your mental health matters emails Mon-thur every week, no expectation people do anything with what i send use what is useful, good for our wellbeing if want included email me hilda@cope-scotland.org everyone is BCC feedback i do get people find it helps

18:29:05 From Madeline Hoskin : i have been profoundly comforted by the chat. setting up networks for other for support has been something important to me. but the power and support of 100 peers energy is wonderful x

18:29:07 From Andrea McGuinness : recognising we use the phrase networks without demonstrating the definitions we have heard so far tonight

18:29:08 From Colin Archer : Impact of covid on the clarity of shared purpose and rapid purposeful network & service development

18:29:10 From MStevenson : yes me too Duncan

18:29:37 From Matthew Mezey : @Kristin - Would be good to somehow debrief the NW roles checklist - someone in our breakout said she wasn't sure how to interpret it. And comparisons to averages didn't help this.  
It feels like such a key building-block - so need to find a time to explain it more to everyone....

18:29:43 From Claire Marshall : Agree Andrea!

18:29:56 From Catriona M Macmillan : How do you balance the needs of members who may have a different sense of what the purpose of the network is?

18:30:08 From Seema, Bristol NHS Trust, Doctor, She, Her : Agree that there is something about the tension between intentional design of networks and self-organising. How do we balance that and not tip into structure/hierarchy

18:30:43 From maddocksbrownl : @catriona- I think it is about common purpose rather than shared purpose

18:30:57 From lorrainewmurphy : I am interested in understanding what makes this different to effective thinktanks, social movements....

18:31:01 From Andrea McGuinness : agree to not have to agree?

18:31:10 From Kristin Johnstad : Any one want to curate the chat with me? If so I'll be in touch on the group space

18:31:35 From Hilda Campbell : yeah happy to help Hilda

18:31:50 From Caroline Lennon : Thanks to all involved in the preparation for this evening.

18:31:55 From Corrina.Davies : difficult to multitask between listening to presentation and reading the chat, feeling overwhelmed giving attention to both channels of communication.

18:31:57 From Kate Pound : Happy to help

18:32:02 From Elizabeth : @Kristin we need a T shirt like yours by the end of this program

18:32:08 From lorrainewmurphy : great session - thanks all

18:32:12 From Matthew Mezey : Open Network Weaving group space is here - all welcome: <https://q.health.org.uk/community/groups/network-weaving/>

18:32:13 From Char Bowden : Sli.do - <https://app.sli.do/event/5fxmmd4g> and the code is #network1

18:32:26 From MaryCate : @kristin I would love to harvest the chat with you

18:32:39 From Rachel Volland : Yes please regards harvesting the chat @kristin

18:32:45 From Maureen Flynn, National QI Team, HSE Dublin : Can a multiple networks connect and work about a prescribed specialist subject - for example supporting introduction of Schwartz Rounds across the country??

18:32:48 From Duncan Courtney : thanks everyone x fab end to a trying day 😊

18:32:49 From Karen : I'd like to see how you harvest all that chat - happy to help

18:32:49 From Hesham : Are organisations de facto anti-network ?

18:33:02 From Sophia Mody : @kristin would love to learn how you do it

18:33:13 From Caroline Lennon : The overview of networking and the breakout

18:33:19 From Zoe Lord (@ZoeLord1) : There are a few of us starting new networks and want to start on the right footing - Would love some further information about how best to do this.

18:33:20 From Vardeep NBT : @kirstin Johnstad that sounds interesting, I would be interested to learn how to curate the chat, so happy to help

18:33:32 From Hilda Campbell : what worked well was seeing all the various perspectives people had, first session so in terms of making it better not sure at this point as settling into this.....bless you

18:33:37 From Olivia Wall : fantastic chance to link with others...thank you!

18:33:42 From Caroline Lennon : The level of activity in the chat box during the session took away from the session...at least for me.

18:33:52 From MStevenson : sorry cant access slido at moment.

18:33:59 From Char Bowden : WWW- what went/worked well

18:34:03 From Hilda Campbell : great meeting you all

18:34:04 From Siobhan Masterson : chat and presentation together was quite difficult to focus on

18:34:05 From Chris Hewitt : Have to leave but this was great! Thanks!

18:34:07 From Jo Murray, Oxford AHSN : WWW breakout room to share reflections

18:34:13 From Katy Mallender-Ward : www - breakout rooms

18:34:15 From TarniaM : WWW The opportunity to speak with others and reflect collectively

18:34:17 From helen.pye : breakout room

18:34:20 From Madeline Hoskin : WWW that we are all used to working this way and even though tired after a day of video meetings the energy and engagement was great

18:34:21 From Justin.Stephens : WWW breakout rooms

18:34:23 From Rhiannon Haag : WWW breakout room to share reflections

18:34:23 From Seema, Bristol NHS Trust, Doctor, She, Her : WWW - breakout rooms

18:34:24 From Emma Gibbard : breakout discussion

18:34:25 From Matthew Hill : WWW - great energy from presenters and attendees

18:34:25 From Clare Cable : www Kristin's energy

18:34:25 From : WWW break out rooms , perfect length session

18:34:25 From Claire Marshall : WWW - breakout rooms

18:34:25 From Robin D : www use of chat and breakout rooms. Great content as well

18:34:26 From Jane R : www connection/chat//breakout

18:34:26 From MaryCate : WWW - pre-reading.

18:34:28 From Sarah : WWW - starting off with ground rules and three key sentences to finish really helped me feel comfortable to participate

18:34:28 From Cherise's iPad : www the chat

18:34:28 From Sophie Bulmer : WWW breakout rooms to meet a smaller group and share reflections

18:34:28 From Elizabeth : www the IT brilliant

18:34:28 From Millie : WWW - the chance to break out and share in smaller groups

18:34:28 From Emma : WWW energy and participation

18:34:28 From Brefne Jowers : WWW loved Bill's presentation, his voice is very calming.

18:34:31 From Melanie Andrews : www mixture of content and breakout

18:34:31 From Ruth's iPad : www the chat!! it was really fruitful to share our thoughts especially knowing it will be curated

18:34:31 From Hesham : www expertise and experience in bucketloads

18:34:32 From Kate Pound : WWW - the time

18:34:32 From Neil : www- clear and helpful info from William

18:34:33 From Rachel Trask : conversations plus theory

18:34:33 From RFisher : WWW the mix of learnign some theory and then discussing in small groups

18:34:33 From Cath Heaney, East London Foundation NHS Trust : WWW - breaking up content with stretch and reflection, combining stretch and reflection. Also, the breakouts were fab

18:34:33 From MStevenson : WWW:mixed presentation & discussion, ease of moving to breakout

18:34:34 From Libby Keck : WWW really thoughtful conversation, incredible number of engaged participants, loved the stretch breaks from Kristen

18:34:34 From Andrea McGuinness : www quality and qualnity of chat discussions

18:34:36 From angela carrington : www content and breakout rooms

18:34:36 From Colin Archer : www great introduction and liked the opportunity to breakout as well as listen and stretch

18:34:37 From Siobhan Masterson : Felt very involved even though it was a virtual meeting, well done to you as presenters

18:34:38 From bianca.viegas : brilliant energy and engagement

18:34:39 From lorrainevmurphy : www Kirstins energy, it is infectious

18:34:39 From Cheryl : www: great introduction to the topic, useful links and insights

18:34:41 From Cleo Butterworth : Lots of knowledge shared in chat

18:34:41 From CornellG : www.

18:34:42 From MaryCate : WWW - twitter handle

18:34:42 From Karen : www Kristin is amazing

18:34:43 From Olivia Wall : breakout room worked well without distraction of chat

18:34:43 From Clare Cable : www great discussion on chat and breakout rooms

18:34:43 From Matthew Mezey : www: connecting with other Q members - hearing their challenges and experiences.

18:34:46 From lindsey.darley : WWW breakout room discussion, slides not too detailed, and lots of talking around them

18:34:46 From des.brown : www breakout conversations. Energy during the session.

18:34:46 From Rachel : www break out rooms to have conversation and meet people

18:34:49 From Toni - Making Space : the discussion in break out rooms - helps you to reflect on the presentation



18:34:50 From Dianne Burns : www - great introduction - lots of chat to read through

18:34:51 From Char Bowden : Sli.do will be open for 30 minutes post this session so please do fill in if you have a spare couple of mins

18:34:53 From Duncan Courtney : clear presentation and excellent breakout partners

18:34:53 From Gwyn Elias : Mixture of presentation and breakout rooms for small group chat

18:34:53 From Hilda Campbell : thank you for the opportunity

18:34:54 From Emma : EBI time to stop and read the chat!

18:34:54 From Cecily Hollingworth : WWW breakout rooms

18:34:58 From MaryCate : WWW - how Kirstine showed ways and mixed up the theory

18:34:59 From MStevenson : EBI - all my tech working seamlessly

18:35:00 From Jane R : EBI longer time

18:35:02 From Matthew Hill : WWW - presentation was really useful. Could've listened for hours.

18:35:03 From Seema, Bristol NHS Trust, Doctor, She, Her : EBI - the breakout followed a liberating structure like conversation cafe

18:35:04 From Iorrainewmurphy : EBI - perhaps earlier in the afternoon, wrecked!!!!

18:35:05 From Madeline Hoskin : EBI another round of break outs to meet more people

18:35:07 From maddocksbrownl : ebi access to the slides and the handbook please

18:35:08 From Tracey White : www more time in breakouts

18:35:09 From Elizabeth : EBI more time to reflect / break out allowed this

18:35:10 From Jeanne Hardacre : EBI: feedback not so rushed

18:35:12 From Kate Pound : EBI - more time

18:35:15 From Sophie Bulmer : EBI - it's for me really, a way to manage how I focus on both the chat and the presentations!

18:35:16 From Cleo Butterworth : More time in breakout rooms

18:35:18 From Clare Cable : ebi chat and presentation were not competing for attention

18:35:18 From Cheryl : ebi: a wee bit longer in breakout

18:35:18 From Cath Heaney, East London Foundation NHS Trust : EBI - we could have covered all the content in the slides

18:35:19 From Julie.Mackie : 1 thing that worked well - balance between presentation and learning and reflection time

18:35:20 From Katja Behrendt : EBI - feeling a bit overwhelmed by the chat

18:35:20 From Millie : EBI- more structure for ways to connect outside of the webinar

18:35:20 From Claire Marshall : EBI - timing of session (not evening! after a full day)

18:35:20 From Robin D : EBI- may be little longer and another round of breakouts

18:35:20 From Cherise's iPad : EBI more breakouts

18:35:22 From Neil : ibi clearer prompt for breakout rooms

18:35:22 From helen.pye : EBI - difficult coming straight into a 2 hour session after a full days work - maybe some breathing time ??

18:35:23 From Cecily Hollingworth : WWW didn't eat into my work time

18:35:23 From Hesham : EBI the instructions for the breakout groups available in the breakout groups

18:35:23 From Emma Gibbard : EBI more breakout discussions between presentation sections

18:35:23 From Sophia Mody : EBI the volume of chat was a bit distracting to listening to the slides

18:35:23 From Rachel Volland : EBI - Slowing down the chat (sorry) just difficult to keep focus when so much popping up

18:35:24 From Chioma Obasi : www group chat and breakout conversations

18:35:24 From Andrea McGuinness : ebi: need time to process chat and hear presentation. I wanted to do both as everything so relevent

18:35:24 From Ruth's iPad : Ebi the speaker view obscured the slides at times so designing the slides with a gap at the bottom could be helpful

18:35:24 From Matthew Mezey : EBI: Help everyone with a debrief on the NW roles survey - what does it mean?

18:35:24 From Gwyn Elias : EBI more breakout sessions to keep us energised at the end of a long day

18:35:25 From Catriona M Macmillan : Breakout was good - a nice break from teh intensity of trying to read, listen and keep up with chat - am exhausted!!

18:35:27 From Brefne Jowers : Sli.do session is #networkweaving1

18:35:27 From : www: fascinating lots covered. rich perspective. so much experience to draw from

18:35:27 From Rachel : ebi - I could read the chat and listen at the same time!!

18:35:27 From Justin.Stephens : EBI - less use of chat during presentation

18:35:27 From Siobhan Masterson : EBI - chat at certain times during presentation, not continuous (for those of us with limited multitasking capacity)

18:35:29 From Cristina Martin : www reminder that networks are complex and not always straightforward, encouraged to hear there are others facing similar difficulties and that there are resources that everyone is willing to share

18:35:29 From Dianne Burns : ebi - I could multi task and read the chat and listen

18:35:29 From Duncan Courtney : ebi - some instruction on slido etc up front? 😊

18:35:31 From des.brown : ebi another breakout session for reflective conversations.

18:35:32 From Rhiannon Haag : EBI - maybe some pre workshop guided reflection on involvement in a current network and its positives/negatives?

18:35:32 From Colin Archer : EBI can build on opportunities - need to review all the detail in chat

18:35:34 From Claire Marshall : EBI - chat was slower

18:35:34 From Cecily Hollingworth : EBI found it difficult to monitor chat and listen to presentation

18:35:35 From Libby Keck : EBI everyone is tired at the end of the day. Add a break? Or start at 6.05 as someone in my breakout group suggested?

18:35:37 From Melanie Andrews : ebi -earlier in the day - struggling a bit after a full day of video calls

18:35:38 From Karen : Ebi chat was amazing but felt like I wanted to pause it to take it in

18:35:40 From Lou Waters : added mine via question on slido

18:35:40 From angela carrington : ebi- perhaps more breakout sessions to discuss our understanding more of networks

18:35:40 From Jo Murray, Oxford AHSN : EBI - extra breakout session so 2 per meeting

18:35:40 From Jeanne Hardacre : EBI: awareness in breakouts of sharing the airtime

18:35:41 From Tracey White : ebi list of participants, twirter handles shared before or in workspace somewhere

18:35:41 From Maureen Flynn, National QI Team, HSE Dublin : EBI more guidance for the breakout - we had a great chat but forgot our focus

18:35:41 From lindsey.darley : EBI - amount of chat was overwhelming and detracted from slides, had to exit chat in the end to concentrate on presentation and developing baseline knowledge

18:35:43 From RFisher : EBI - chat and presentation is hard to follow both simulatenously. Burnout risk!

18:35:48 From Sophia Mody : Wwww use of pauses to reflect and breakout room

18:35:51 From Toni - Making Space : EBI - encouraging people to have 1 person to feedback from a break out room so people know who is feeding back

18:35:52 From Matthew Hill : EBI - would have been great to cover network weaving roles

18:35:54 From Kristin Johnstad : Commitment - I commit to spending 2-3 hours on the group spaces to learn more and extend this learning.

18:35:55 From Chioma Obasi : ebi - overwhelmed by the chat traffic and maybe more structure to the breakout session

18:35:57 From maddocksbrownl : www great presentation and very engaging style

18:35:58 From Jeanne Hardacre : EBI: overwhelmed by Chat

18:36:05 From : ebi/ sometimes so much chat cant keep up w if. (a good problem to have)

18:36:05 From Kristin Johnstad : Commitment - I commit to spending 2-3 hours on the group spaces to learn more and extend this learning.

18:36:12 From Jeanne Hardacre : WWW: Kristen's warmth and modelling

18:36:14 From Kristin Johnstad : Commitment - I commit to spending 2-3 hours on the group spaces to learn more and extend this learning.

18:36:15 From Cristina Martin : ebi sessions were earlier - getting hungry! But understand if that's a limitation

18:36:15 From : EBI chat was less busy so as to read it!

18:36:16 From Sarah : EBI - I found some chat distracting and a bit much going on - should I have simultaneously been on twitter too and if so what twitter handle?

18:36:17 From Maureen Flynn, National QI Team, HSE Dublin : EBI if the chat box is brought togehter and shared - so much rich infomraiton floating by that was hard to catch

18:36:19 From Julie.Mackie : 1 thing that could be changed - I struggle to read chat and to listen to presentation. I hope the info can be shared afterwards

18:36:22 From Katy Mallender-Ward : EBI - wanted to join in chat more but hard to concentrate on it and the session

18:36:43 From MaryCate : EBI - I Walked my dog before the session so she wouldnt be so complaining

18:36:44 From Ruth's iPad : commitment : to try to use some of the learning to make my networks more intentional

18:36:53 From Lou Waters : Commitment: To actively engage in this learning and start reading the handbook

18:36:57 From Hilda Campbell : do we start future sessions maybe wee 3min relaxer help people to relax and leave what were working on and focus on what next? wee video on our site have used the 3 min relaxer people have found helpful [www.cope-scotland.org](http://www.cope-scotland.org) all free to download and share

18:37:08 From Char Bowden to Matthew Hill(Direct Message) : Hello! What is a good number do you think for polls. We are on 60 out of just over 100 atm

18:37:16 From Rachel Trask : EBI - pink G&T

18:37:16 From Jeanne Hardacre : EBI: didn't feel like a thinking space - cognitive overload -

18:37:17 From Karen : committment - to sign up to the group

18:37:18 From Elizabeth : Where are the holes

18:37:22 From MStevenson : Discuss with my team

18:37:29 From helen.pye : are the slides on line please?

18:37:29 From minesha : Stay Safe everyone. Don't just work hard. Network hard!

18:37:35 From Andrea McGuinness : Commitment to read more and to share this with colleagues. Also reach out to others on session to apply new learning. Have really enjoyed this session thank you everyone very much

18:37:36 From Sophie Bulmer : Commitment - I'm sharing this at my team meeting next week and will work with my team to bring it into our networks

18:37:39 From Rhiannon Haag : commitment - to reflect on current networks and work more intentionally

18:37:41 From Sophia Mody : observe the values and behaviours

18:37:42 From Cheryl : commitment: join group space and read/Padlet key resources shared

18:37:42 From Emma Gibbard : To reflect on key messages today, think about how I can apply key messages and read handbook!

18:37:48 From Siobhan Masterson : commitment - look for ways to really engage frontline staff in quality network

18:37:49 From Emma : Thanks to Q team - really grateful to be able to access this learning

18:37:49 From Ruth's iPad : Thank you Kristen and William really intriguing session

18:37:51 From bianca.viegas : thank you everyone for your insights and presentations :) have a nice evening all!

18:37:54 From Sophie Bulmer : Thanks all!

18:37:56 From Cecily Hollingworth : Commitment - reflect on what I have learned and how I might use that learning in my day to day work

18:37:58 From Katy Mallender-Ward : Thank you all

18:37:59 From Emma Gibbard : Thank you, have a good evening

18:38:00 From Clare Cable : thank you!

18:38:00 From Kate NHS Education for Scotland, Glasgow : Thank you everyone :) see you in 2021...

18:38:02 From Justin.Stephens : thank you

18:38:02 From Elizabeth : Check out those shared links too

18:38:03 From Cecily Hollingworth : Thank you!

18:38:03 From Karen : Thank you

18:38:04 From Char Bowden : Great t-shirt Kristin!

18:38:05 From des.brown : Thank you!

18:38:05 From Robin D : Really great session thank you

18:38:05 From Ruth's iPad : Wine!

18:38:05 From Madeline Hoskin : thank you

18:38:05 From maddocksbrownl : thank you

18:38:05 From Avni Boulbouldjou : Great session. Thank you very much

18:38:05 From Libby Keck : Thank you

18:38:05 From Catriona M Macmillan : Commitment to go bck and try to re read slides, chat, etc etc - too tired just now.

18:38:05 From Colin Archer : thank you all

18:38:08 From Sophia Mody : Thank you all

18:38:08 From Millie : @cheryl a group padlet would be great

18:38:09 From TarniaM : Thank you

18:38:12 From MaryCate : commitment - I am going to spend time at the weekend to review and make a plan

18:38:13 From Claire Marshall : Thank you very much for an interesting session

18:38:13 From Catriona M Macmillan : Thanks all.

18:38:13 From Stacey Lally : Thanks everyone for your feedback, we will be looking at this in detail.

18:38:16 From Maureen Flynn, National QI Team, HSE Dublin : Thank you - leaving full of energy!!

18:38:16 From Chioma Obasi : Thanks Krsitin and Bill and evrybody

18:38:16 From Cristina Martin : Thank you so much

18:38:19 From Toni - Making Space : commitment - to look at the slides again and took with colleagues about networking and co-production

18:38:20 From Hesham : I will look out for where I am doing to others, rather than doing with others

18:38:23 From Kate Pound : Thanks great session

18:38:23 From Duncan Courtney : thanks for all

18:38:29 From Toni - Making Space : Thank you

18:38:31 From Julie.Mackie : Thank you and have a great evening to

18:38:32 From Julia Wood : Thank you - very interesting!

18:38:32 From Jeanne Hardacre : WWW; Practise your way into this is a very helpful tip. Having space to work out how to apply would b be appreciated

18:38:33 From Cristina Martin : For anyone who missed the twitter list of everyone who shared their handles here it is <https://twitter.com/i/lists/1326215934038728706>

18:38:41 From Julie : thanks

18:38:48 From MaryCate : @kristin - I wanted to ask about harvesting the chat