**Breakout group questions:**

* Discuss reflections and capture notes to share with the whole group
* What are key take ways from the video and relevant chapter reading?
* What processes or tools have you use the work and you’d recommend to others?
* What would you like to experiment with going forward? (Be very specific)

**Hellos**

From Hilda Campbell: Happy New Year to everyone from Hilda waving as still not got the camera working! waving from snowy Perthshire :-)

From Sophia Mody: Hi everyone

From Katie Young: Hello everyone!

From Clare Cable: A hopeful and peaceful new year to all

From melanieandrews: 👋hello

From Heather: Hello everyone

From Rachel V - AQuA, Greater Manchester: Hi everyone

From Matthew Mezey: Hi Heather - Happy New Year...! :-)

From William Moore: Hi Everyone! So glad to see you today!

From Caroline Lennon: Hello all…Caroline here

From Penny Pereira: Hi everyone!

From Minesh Khashu: Happy New Year Weavers!

From Stacey Lally: Hi all, nice to see everyone again

From Andrea McGuinness: Hello Andrea from aqua and Quest here in chilly Cheshire. Hoping you had and continue to have a safe and peaceful new year

From lorrainewmurphy : Happy New Year everyone, from Lorriane, Waterford, Ireland

From Des Brown: Happy New Year :-)

From Maureen Flynn, National QI Team, HSE Dublin: Happy new year from Dubin everyone!

From Zoe Lord (@ZoeLord1): Hello from a snowy Staffordshire!

From Clare Morrison (RPS Director for Scotland): Hello from the snowy Scottish Highlands!

From Marie Davies: Happy New Year all

From James Mountford: hello and happy new year from a very cold and non-snowy London. and from a very dark room (a bulb has blown which i will try to replace asap!)

From Tracey White: Hi folks from Northern Ireland. Snowy here too

From Chris Hewitt: Hi everyone from deep, dark, South Yorkshire :)

From Millie Love (Versus Arthritis): Hi from a very frosty Sheffield!

From Hilda Campbell: had bulb issue earlier turned out to be needing a fuse! finding that was fun!

From Jo Murray, Oxford AHSN: Apologies in a COVID emergency meeting so may not be able to join today

From Millie Love (Versus Arthritis): Was there a specific reason you didn't talk about these last time?

From Andrea McGuinness: Please can we absorb these agreements and acknowledgements into our wider work streams? they are super

From Char Bowden: Hi Jo. No problem at all. Recording will go into the group.

From Matt Clack: Hi everyone, I'm Matt- joining from a resolutely unsnowy North Hertfordshire

**What’s been done since workshop?:**

* Hand mapping
* Use network assessment tool with a new network that’s forming to guide focus
* From Ruth's iPad: Have looked at the network assessment tool and thought about overlapping connections in my networks, very similar to Maureen not sure exactly where we are!
* From Heather: The thing I have used most since last meeting is the Sentence Starters.... really showing itself to be a great, practical and engaging start to meetings
* From lorrainewmurphy: me too Heather and it has been very useful!
* From Millie Love (Versus Arthritis): I've also used those a lot Hilda - really good way to start to build some cohesion in a virtual space
* From Hilda Campbell: I am finding at the moment the amazing tools are like rain drops, which are showering down ideas to me which I am still processing to weave into what before was a very organic process

From Millie Love (Versus Arthritis): I just need to duck out for 5 minutes to help my daughter

From Jeanne Hardacre: I am seeing the ABCD bubbles here as seeming quite neat and organised! I am curious that my own experience is a lot more messy??!

From Minesh Khashu: Very poetic Hilda. I see a poem being born!

From Hilda Campbell: ahhhh you have me blushing :-)

From William Moore: Four areas of network support: 1) Training and Support; 2) Communications; 3) Pooled Resources; and 4) Reflection, Learning and Evaluation.

From Hilda Campbell: some great examples followed up for handbook which are on slide share

**Content**

From William Moore: Trainings require at least 20 follow up "touches" to ensure that the content sticks from the training.

From Olivia Bush: Was that 20 contacts to consolidate learning after training? I'd be interested in the reference for that and also examples for how it's achieved.

From Hilda Campbell: for my day job I have created various editable personal promise cards as a tool on individual basis to remind self/remind others of some activity promised self to do, would people like me to do one for network weavers?

* From karenmachin : Yes I’d be interested in that reference too please (re 20 follow up touches after training)
* From Rachel V - AQuA, Greater Manchester : yes please Hilda
* From karenmachin : sounds great Hilda
* From :-) sandra akintola : Also interested Hilda, would be great to share. Tnx
* From Maureen Flynn, National QI Team, HSE Dublin: Hilda intrigued by promise cards - would be very interested in learning more about this. Many thanks Maureen

From Penny Pereira: I was about to ask the same William. It's part of the rationale for Q generally as a learning environment that people have follow up opportunities between one off development activities

From Hilda Campbell: ok, will get onto that and share soon, really good as well as you can ask someone your trust with your personal promise to have a copy and randomly email you it as a wee reminder

From William Moore: Penny - thank you! That's great to hear!

From Hilda Campbell: If you visit QNIS website, blog you cant pour from an empty cup, there is an example of one around a personal promise for self care

From Clare Cable: <https://www.qnis.org.uk/blog/you-cannot-pour-from-an-empty-cup/>

From Clare Cable : It's a great blog!

From William Moore : Seed funds can be used to activate, innovation -- small funds that can begin to change systems

From Libby : Something we tried at Q Labs to share skills and expertise was asking everyone involved to fill out a brief profile card about why they were involved, what they wanted to learn and what they had to share with others. Meant that connections could happen more organically - and worked well in workshops to deepen connections that people were making

From William Moore : Need to build the muscle of intentional reflection and sharing our learning and experiences.

From Matthew Mezey : @Libby - I was just thinking earlier that doing one-page profiles like that could be great - and could also include where we are on the 4 Network Roles etc.

From Libby : Happy to dig out the template we used if helpful Matt

From Matthew Mezey : Yes, please do Libby. The Kumu network map sort of includes such profile info...

From Stacey Lally : Worth sharing on the group space @Libby - thanks

From William Moore : Each of the videos is in the Group space and can be accessed at your leisure

From Gwyn Elias : help. do we go where we are weak or where we are strong?

**Team learning and After Action Review of breakout section**

From C. Chris Hewitt : Yes me too thanks everyone. Char and team you are doing amazing - thank you :)

From Kristin Johnstad : I learned that it matters how you rename yourself. In the future, I’ll have people put their choice in chat and the facilitation team will rename.

From Katie Young : When moving people to breakouts, have content so rather than everyone feeling frustrated at the wait time that something this complex creates, we are maximising the time

From William Moore : There are things that are hard to anticipate about the techniololgy and efforts to increase choice for participants will require more planning and understanding of the technology.

From Kristin Johnstad : I learned that for the workshop only or over 20 people will use random breakouts OR different links for people to move to breakouts.

From B Matt Clack : An adventure worth taking!

From B: Clare Cable : WWW - great idea to have choice!

From B. Justin Stephens : We could choose what to focus on

From Char Bowden : I learned that it is always good to try new things

From A Rebecca : Beingn able to choose what's most relevant to you

From C Madi : WWW the choosing was great very unconference

From B Gwyn Elias : www trying new things

From D Tracey White : www having options

From D.Rhiannon Haag : WWW good to be able to self select into a group that is of interest to you and be able to go back and view others later

From Libby : WWW The ability to dedicate more time to areas we're most interested

From B Matt Clack : It gave us useful content to structure our conversation around (that didn't rely on pre-reading!)

From B. Millie Love (Versus Arthritis) : WWW: great to be able to choose the topic

From D- Hesham Abdalla : WWW- a choice of videos to follow your interest

From B Lorraine: choice

From B: Jeanne Hardacre : www: self selecting topic and group

From B. Robin : www good to choose what to do

From D. Catriona M Macmillan : The content of the video itself, once we got there.

From B Clare Morrison : Choice rather than allocation, and the letter at the start of names

From B Matthew Mezey : WWW: hearing from people's personal experiences and needs; choosing the 4 options

From Libby : WWW high quality recorded content

From Cath Heaney : WWW - covering a lot of teaching content in a different way. I learned I could disconnect audio without leaving the Zoom call.

From Chris Hewitt : WWW choice of video and trying new things

From A Chioma Obasi : www it was different but great to have options to decide reference

From B Toni - Making Space : WWW - variety of things people could watch. People could look at a specific area and then discuss it.

From Julia : It was good to have the video and then discuss straight after while it was fresh in our minds

WWW - seeing who would be in your group while watching built anticipation of a good conversation and sense of accountability to stay for it

From Siobhan Masterson : The group chat!

From Caroline Lennon-Nally, National QI Team : Placing the letter before our name to sort us into groups

From B Maureen Flynn, National QI Team, HSE Dublin : WWW Different perspectives shared after watching the same video

From A Stacey Lally : WWW I enjoyed having some quiet time to take in the content, make some notes about what it means

From Melanie Andrews : WWW the choice

From D- Hesham Abdalla : WWW- you have to watch it!

From B. Justin Stephens : Allowed me to take my time - go back move forward...

From A David Elder : WWW: being able to select the group - i learned something!

From B Ruth : great idea sharing and collaboration

From B ZarinaS : WWW - recorded content, being able to choose what to focus on

From A. Marie Davies : Great to know these resources are available - choice

From B. Robin : www great group chat

From C. Heather : WWW choosing and having time in the session to review the resources

From D. Des : Space for me to prioritise my learning choices.

From D Marie Little : www - chat rooms & ability to choose your group/topic

From :-)A- sandra akintola : The video itself and the fact that i could watch it on my own and in my own time.

From B janet.folland : easily found the video

From B Sophia Mody : WWW hearing individuals experience and choices

From A Chioma Obasi : www. we had to watch it

From C Isabel Ho : force me to watch the video is good, having more time and space to think would be useful

From B - Andrew Parker : WWW - provided a focus for the discussion and enabled joint understanding

From Penny Pereira : WW - great co-ordination support when under pressure

From A- Cornell : WWW. Choice.

From A Chioma Obasi : www really good content

From A David Elder : WWW: video was fab and can see many uses for them, thank you!

**EBI**

From D.Rhiannon Haag : EBI - have a rule of no talking when video watching - all communication to go via the chat

From Libby : EBI I'd paid more attention to the instructions to understand what was happening (sorry!)

From B. Millie Love (Versus Arthritis) : EBI - clearer protocols at the start to manage the sound issues at the beginning

From B janet.folland : The voices!

From Caroline Lennon-Nally, National QI Team : If we’d had access to the 4 videos before the session

From A. Marie Davies : My computer didn't take so long to download the video

From B. Justin Stephens : Shorter videos. 25 mins is a lot of input...

From B Matthew Mezey : EBI: knowing how to turn off the unneeded sound quickly...

From :-)A- sandra akintola : Would have been better if there wasn't the interference fromother voices.

From B. Robin : EBI - I know how to mute zoom video... but have now learnt something new

From B Ruth : video would have been better flagged up prior to the session as an asynchronous task

From C Madi : EBI personal but there was a high pitched noise that made it really hard to listen as i have tinitus

From B Gwyn Elias : EBI tried out the tech beforehand

From Siobhan Masterson : maybe had access to the videos before the workshop?

From B: Clare Cable : EBI we'd figured the sound so there was a clear beginning to silence for tuning in

From A. Cleo Butterworth : Videos watched ahead of meeting so more time for discussion in breakout room

From B Clare Morrison : No talking when the videos were being played!

From D- Hesham Abdalla : EBI the video link was in the chat rather then to have to go to the Q Community site (and password issues!)

From B Toni - Making Space : EBI - having the link ready for people to watch the video

From A David Elder : EBI: shorter video and more discussion time

From C Isabel Ho : EBI we agreed on return time in advance

From C Madi : EBI if the links were in the chat ready

From D. Catriona M Macmillan : EBI the links to the videos were just put directly in teh chat and instruction to 'leave audio' of teh main room.

From Cath Heaney : EBI: Given a demo of how to rename our video, to speed up breakout set up. Given a demo of how to disconnect audio, to listen to video whilst remaining on zoom call. I learned through Matthew in chat box.

From B janet.folland : Also, maybe a shorter video - it was good though1

From Julia: Knowing how to turn off the zoom sounds

From Libby : EBI agree about being able to watch streamed videos

From Chris Hewitt : EBI - self selecting break-out rooms which I think are now available in Zoom - and a simple instruction on silencing our own audio from Zoom

From Penny Pereira : EBI - perhaps instructions on a separate doc

From B Maureen Flynn, National QI Team, HSE Dublin : EBI - we had longer for group chat after watching video

From C: James Mountford : EBI: were we supposed to watch videos in advance? - time together is precious, so was frustrating to spend much of it watching a video!

From B Sophia Mody : EBI: watch the video as prework

From Melanie Andrews : EBI able to watch video without having to leave the meeting

From D Tracey White : EBI we got more notice of the sessiion content in advance each week. an email inbetween sessions reminding us about the reading#

From C Madi : EBI will work better next time as we know what we are doing

From D Marie Little : EBI - the videos had been watched before the session or able to turn off volume

From A Stacey Lally : EBI the move to breakouts was smoother we wouldn't have had to start the videos in the main room then. Hard to do live!

From B Matt Clack : EBI we had forewarning to download the videos in advance

From A- Cornell : EBI: perhaps take people into breakout rooms first and have a link in each break out room of the single respective video that group needed to watch.

From A Chioma Obasi : ebi - video a bit long but very rich :) but not enough time for deep conversation

From Minesh Khashu : EBI more time for discussion

From C Madi : EBI more time to talk - we love to connect with each other

From B. Millie Love (Versus Arthritis) : Sorry to hear that Bill!

From B Maureen Flynn, National QI Team, HSE Dublin : Will - so sorry that you were unwell but great to see you today.

From B. Millie Love (Versus Arthritis) : Hope you're on the mend now!

From D. Catriona M Macmillan : Yes - great experiment and does offer some ideas I can use!

From D- Hesham Abdalla : Thank you for compiling this videos!

From B Maureen Flynn, National QI Team, HSE Dublin : Videos will be a great resource - for ongoing use - thank you for creating them

From Minesh Khashu : www video content, choice, trying new things

From C: James Mountford : I like the video concept. Could the clips be shorter? (mindful there is a lot to cover)

From B Matthew Mezey : Would be good to hear from Char in the group(s) how the choosing breakouts worked. Seemed to work well. It would be good for all break-out room users to know how to do this well. Great to be able to choose....

From Penny Pereira : Great to model experimentation and learning spirit in this group - thanks for that all on facilitator and participant side

From Minesh Khashu : There is a voice within. LISTEN!!!

From B: Jeanne Hardacre : On another note, I wish to respect the copyright of June Holley's chapters available in the group resources. Are we OK to share them?

From Caroline Lennon-Nally, National QI Team : I love the ‘don’t panic” message

From A Chioma Obasi : great to try new things - risk taking at its best :)

From C: James Mountford : yes, thank you for the experimental/innovative design. good to do. Matthew: please could you share the muting thing Kristin was just saying. How do you mute your zoom incoming sound while keeping sound on your laptop?

**Video A sharing back**

From A. Cleo Butterworth : Onboarding new members with short video at start

From A. Marie Davies : Sectioning the sessions to informal, the solid middle and then the ability to experiment

From B: Jeanne Hardacre : Ditto to James' question please Matthew - sounds like a top tip!

From A Stacey Lally : A take away - the softer social side and how important that is for onboarding and relationship building

From Melanie Andrews : What James said

From A Rebecca : Different rationales for being part of the network

From A David Elder : using pre-session slot of 30 minutes to catch up those that missed the previous session or socialise for those that did

From A Chioma Obasi : Training A - Great video content - love the onboarding process- difficult though to execute with busy health practitioners

**Video B sharing back**

From B Ruth : We will definitely try WhatsApp ! we had a great discussion of the different it barriers and this may be a useful tool.

From B. Millie Love (Versus Arthritis) : WhatsApp Web is a thing!

From B: Clare Cable : there's loads of fabulous software and the 'designing exchanges tool' can help the discernment process on which works well when

From B Matt Clack : Messy balance of using shiny news tools- a great way to surface innovation, but can be excluding to the wider network for a range of (mostly) understandable reasons

From Minesh Khashu : TOOLS CAN BE DISEMPOWERING OR EXCLUDING FOR MANY. HOW BEST DO WE OVERCOME THIS?

From B Matt Clack : The great value of taking stock and planning your comms before getting started

From Julia: Use of electronic tools are great but don't work for everyone - need to be mindful of this

From Katie Young : In case Matthew doesn't see the request to share 'leave computer audio', to get to that you click on the upwards arrow to the right of the 'mute' button on the bottom toolbar and click 'leave computer audio'

From B Maureen Flynn, National QI Team, HSE Dublin : B: working with the group together to select the platform that works best for the group

From B Gwyn Elias : B lots of tools& platforms to analyse and try out

From B Matthew Mezey : B: I was wondering whether that great 'Assessing Your Network' survey and action advice (pg 91 in Handbook) gives advice relating to building your Communication Ecosystem...?

From B Toni - Making Space : Using peoples strengths with tools and experimenting to learn what works

From B. Robin : B. Explore lots of tools/ platfoms but get the network to choose and work with what people are keen on

From B: Jeanne Hardacre : B: We were reflecting on helping people to unlearn the mental models which are based on hierarchy

From Minesh Khashu : THE TOOLS CAN ALSO PROVIDE FRAMEOWRKS

From B. Justin Stephens : Shiny tools are cool and can provide new insight into how to do things in the real world

From Minesh Khashu : FRAMEWORKS AS JUSTIN SUGGESTED

From A Stacey Lally : Challenging to unlearn!

From B: Jeanne Hardacre : For some, moving to virtual had re--energised networks and for others, it was hindering development of networks

From B Matthew Mezey : Andrew had a good idea about onboarding new people using a particular video in a breakout.

From c Olivia Bush : It would be a great resource to have information on different apps. and what they are best used for.

**Video C sharing back**

From C Madi : C There were only 5 of us so not a popular topic

From C Isabel Ho : Some of the Q funding is doing exactly what Kristin talks about in video C so thank you Q!

From Caroline Lennon-Nally, National QI Team : @justine Is ‘Shiny Tools’ part of Shiny Mind?

From B janet.folland : Great conversation - which included thinking about how to make people comfortable with using various tools or ways of communication. Also paying attention to how formal, informal, complex, messy the network is

From C Katja : C In order to pool resources you need to ask people what their skills and resources are - then map

From Chris Hewitt : C. How it can be easy to fall back into the status quo of allocating resources and to strive to be inclusive

From C: James Mountford : we had a super breakout group in C. useful to think about this--we don't do it enough. networks often fail because of lack of resource; and even successful networks don't think about resources (required/maximising) enough we said

From Libby : Innovation funds require giving up control - which is incredibly powerful. It may be a big jump for many in NHS or funding bodies

**Video D sharing back**

From Tracey White : Group d need to pick appropriate tools for size and maturity of network . Like slido and menti WWW and EBI

From B janet.folland : One reflection, is to use this exercise with members of the new network i'm just setting up. Getting the network to identify the various aspects of setting up together

From D. Des : D. Using micro tracking tools...

From A Stacey Lally : Easy to underestimate the resource required to make networks thrive - people and funds

From D helen : revisit Liberating Structures and have a go!

From B Matthew Mezey : I think NW Coast AHSN have been doing great things with a micro seed-fund...

From D Marie Little : D - Reminded how useful liberating structures are

From C. Camille Gajria : Agree Tracey, Are there any network weaving principles particularly useful for new/forming networks?

From Minesh Khashu : An important question we have not discussed in detail is how some of this can help make Q more effective. Not sure whether we take this elsewhere to discuss

From Katie Young : I noticed a couple of people have asked about how people were able to move into breakout groups of their choice - the way we did this was via the A, B, C or D in front of your name. Once people had been assigned to a group, but then leave / have WIFI issues so are kicked out, the way to re-join your group is to click on the bottom tool bar on the 'more' option with 3 dots as the icon and click on 'join breakout group'

From A Stacey Lally : Ah yes Matt - their Kitty Fund - blog here for anyone interested https://q.health.org.uk/blog-post/kitty-fund-in-the-north-west-coast-generates-over-340-participants/

From d-angela carrington : D. reflecting at each meeting is really helpful but important to act on the suggested change!

**Workshop evaluation and goodbyes**

From Char Bowden : Slido - <https://app.sli.do/event/rz5iwx6a> #networkweaving

From B: Jeanne Hardacre : Thanks for such a resource-rich and learningful session. Much appreciated. Go well with your networks!

From B. Justin Stephens : many thanks all

From D. Catriona M Macmillan : Do a bit of micro testing to see where various networks or groups are, but also release control and let the networks take ownership for themselves. Recognised the challenge that there is a demand for outcomes when that is often not what the network is about - they often end up becoming become operational delivery groups.

From D- Hesham Abdalla : D- evaluation is often requested by the funders commissioners of a group, so we are looking for evidence of success, rather than evidence of learning.

From D. Des : Great session Kristin and Charlotte, thank you :-)

From B Matthew Mezey : Any GPs might want to join this Q Zoom next week too: https://q.health.org.uk/event/meeting-our-patients-needs-can-quality-improvement-help-us-to-match-capacity-and-demand-in-general-practice/

From Melanie Andrews : Thank you :)

From Libby : Thanks Kristin and team

From D- Hesham Abdalla : Thank you Kirsten- we love you too!

From Minesh Khashu : thanks

From B Ruth : it’s coorie doom and Bill please do! Thanks x

From D. Catriona M Macmillan : Thank you!

From A David Elder : Thank you!

From B Matthew Mezey : Thanks everyone!

From A Stacey Lally : Thanks everyone!

From B Sophia Mody : thank you

From Chris Hewitt : Thanks team ✌

From B Ruth : doon

From C. Heather : Thanks

From C. Camille Gajria : thank you :D

From B - Andrew Parker : Thanks

From A- Cornell : Thank You.

From Caroline Lennon-Nally, National QI Team : Thank you!!!

From B Maureen Flynn, National QI Team, HSE Dublin : THNK YOU GREAT SHARING AND SUPER START OF 2021!

From B. Hilda Campbell B : by all sorry had to take an emergency call, stay safe will get draft card out to let you see :-)

From B. Hilda Campbell B : ps thanks for making videos really found them helpful x

From :-)A- sandra akintola : Many thanks for a brilliant session...shame i missed the first workshop.