

From Kristin Johnstad: Welcome all to Workshop #4

From Cherise Gyimah: Hello, will be commuting at some point so will turn my video off.

From Kristin Johnstad: Feel free to use the chat to share and connect

From Kristin Johnstad: If you are just arriving, welcome. Feel free to get what you need for a snack and for a warm beverage (or cool beverage)

Thank you, Andrew, for close caption. YIPPEE!

From Tracey White: Hi Tracey here from HSCQI in Northern Ireland.

From Heather: So grateful for your culture setting as I'm trying to manage family tea as well as something for myself whilst learning from you all too! I'm Heather Shearer and I work in QI, Med Ed and Coaching.

From Hello Hilda Here: General sharing, involved in weaving around growing spaces, kind to environment, nature as therapist, growing at a rapid rate very exciting, if anyone interested in what we are doing feel free to drop me an email or if you are linked into similar networks would be great to see how we can weave them together :-)

From Kristin: YIPPEE Tracey - missed you.

From Seema Srivastava: Hello everyone. Pleased to be here. Will be off screen for most of the time as doing childcare- currently trying to find sweets! 🔍

From Andrea McGuinness: Hi everyone, good to be back with you all again

From Kristin Johnstad: Beautiful Hilda is looking for connections and relationship building by her chat post.

From William Moore: Hi All - Glad to be back with you!

From Jo Murray, Oxford AHSN: Hello my name is Jo Murray (she/her) Patient Safety Programme Manager from Oxford Academic Health Science Network (AHSN). Mainly working on recognising and responding to physical deterioration, currently in care homes. Apologies for any background noise - husband trying to get printer fixed!

From David Elder: Hi all, from an unusually sunny Scotland!

From Maureen Flynn, National QI Team, ONMSD HSE Dublin: Hi everyone - Maureen here from the National QI Team in Dublin - so lovely to see everyone

From Q Groups: Hi everyone, Matthew Mezey out in west London (Ealing)...

From Hello Hilda Here: Thanks Kristin with COP26 looking as if going ahead in Glasgow be interesting maybe see where we can learn and share with each other as climate change and health are linked and networks with diverse groups of stakeholders can be very exciting and inspiring

From Ruth Reid: Hi all, Ruth here from Kintyre in Scotland!!

From PennyP: Hi all, Penny here from Lewisham (SE London)

From Elizabeth Beech: Hi all - Late late to a very important date

### **Twosies breakout**

- What are you most passionate or excited about in your network or your work?
- What are some of your key skills or strengths?
- What are some of the challenges you are facing?
- What kinds of resources or people do you need to address those challenges?
- Tell me about your network and what kinds of resources and skills people in your network have?

From William Moore: Was there a question you used to animate your partner?

From Hesham Abdalla: Are you Egyptian?!

From Elizabeth Beech: @Anna and I started excited and got even more so

From Hello Hilda Here: Thanks Penny that was helpful thank you for listening and sharing

From Sarah.Ames: I liked the first question and the strengths question

From Jo Murray, Oxford AHSN: Can you use your network for your development not just your work?

From Andrea McGuinness: Great discussion with Cherise-thank you :) the questions really helped to start the conversations-other answers/ideas/thoughts then fell out quite naturally of the conversation

From Marie DaviesPassion and strengths

From Ruth Reid: Most passionate!

From Anna Burhouse RUBIS.Qi: @Elizabeth and I positively giddy

From MINESH KHASHU: Good to see you back in action Bill

From William Moore: One of the most important things you can do as a weaver is to listen for what people need and how you might connect them to a resource or another person.

From Heather: We spoke mostly about connecting for longer just the two of us, rather (or before maybe) than connecting to others.

From William Moore: Minesh tries to connect with 4-5 people outside his network each week. These are people who he normally would not see or work with regularly. Gains diversity of thought based on life experiences beyond color, gender. 4-5 new people every week.

From Hello Hilda Here: where we feel safe in our networks we can develop a host of skills and also insights into how we are with others, what we maybe need to learn more of and what we can build on. The Myers Briggs (can do free online 16 personality.com) I found really helpful for my development within networks e.g. score very high in intuitive not so high on sensing so depending on network members I may need to tone down my out of the box thinking. Not one is better than another, its different ways of thinking and when you find someone you feel safe who thinks in different ways it helps us see the world through others eyes and this helps for building networks, agree with what Minesh is saying connecting with people who don't have same exp can teach us a lot :-)

From Matthew Mezey: If you want to see if you're in a Twitter news bubble (left, centre or right) or not, have a go with 'Blindspotter': <https://ground.news/blindspotter/twitter> - it's kind of fun to see...

From Andrea McGuinness: can you connect with the same people in a new way? I sometimes feel overwhelmed with social media and realise this means I withdraw not connect -does anyone else feel this way and how do you manage to deal with this?

From MINESH KHASHU: definitely Andrea!

From David Elder: Great to meet someone again from a while ago with similar passion for networks and would like to continue to connect.

From Heather: I've got questions on advice about the practicalities of this intentional connection seeking (which I love) but how do you avoid overpromising and underdelivering, or drowning under a sea of 'todo's'?

From Hello Hilda Here: would agree via twitter, I have started when someone follows on twitter as well as saying thanks, i read their profile and see where we have something in common/something i want to learn about and put that back in a tweet amazing how many short but powerful conversations happen between couple of tweets as well as some bigger pieces of work

From Chioma Obasi: Thanks Hilda for the personality test link

From Matthew Mezey: FYI... if you're wanting to try some 'Liberating Structures' we have the Q user group meet-up next week. Info/register: <https://q.health.org.uk/event/q-liberating-structures-user-group-9th-meet-up-zoom/>

From Hello Hilda Here: I was fortunate to have a Myers Briggs as part of a leadership course which had costs, 16 personalities which is free was just as helpful when i repeated it few years later to see if i had applied what i learned from the course :-)

From Elizabeth Beech: I connect by cold emailing people who I think may be useful or able to connect me etc. Often get a tea meeting and often bring folk with me. Most recent with Ontario Public Health

From Marie Davies: Same - get to 4 regularly but 5-7 time can be prohibitive

From Kristin Johnstad: Absolutely re: 5 - 7.

From Matthew Mezey: Don't forget your monthly opportunity to connect with another randomly-chosen Q member, as part of our Randomised Coffee Trial. Fun and fruitful! Info on how to register here: <https://q.health.org.uk/community/rcts/>

From Toni - Making Space: I am the same as other people I do 1 and 2 a lot, sometimes 3 and 4 but not so much after that.

From Ruth Reid: I tend to send cold calling emails with pictures on them...

From PennyP: Great point Heather and something I struggle with, especially perhaps given the scale of Q now. I've been more purposefully thinking about who might be the best person to make the connection, so when might it be better to encourage people to make their own connection, or get someone else in the Q team to take on the connecting role. It's not always helpful perhaps to always be the one that goes higher up the triangle?

From Yasmin Yonis: curiosity and strategic connection

From PennyP: Minesh - love the focus on diversity. I've been checking myself on social media on whether the people I choose to follow are like me. So, substituting the obvious choices I might have followed before, I do less of that and follow then amplify new or likely marginalised voices and perspectives.

From MINESH KHASHU: 6 and 7 can be delegated as well within your network

From Hello Hilda Here: Good point Minesh its following an interest and doesn't feel like work or something you have to do, sometimes we speak to someone once and that one conversation can be incredibly insightful even keeping you going when you are wondering is there a point

From MINESH KHASHU: we need to halve the number of useless meetings we attend and double the number of genuine connections we cultivate

### **Network Weaver promises**

From Kristin Johnstad: Celebrate life

From Mark Wilson, Improvement Cymru: Communicate with clarity and kindness

From Heather: Lead with my lived experience

From Cherise Gyimah: Focus on opportunities not obstacles

From Maureen Flynn, National QI Team, ONMSD HSE Dublin: Seeing the humanity in all things and celebrate life

From katja: Look for opportunities!

From Marie Davies: Focus on opportunities not obstacles

From Hello Hilda Here: we all only have so much energy, so its spending it wisely so for me focus on opportunities not obstacles

From Toni - Making Space: Focus on opportunities not obstacles. I think of an idea then talk myself out of it when I think of obstacles

From Andrea McGuinness: cultivate safe and brave spaces

From Tracey White: Share generously and ask for support often

From PennyP: Cultivate safe and brave spaces

From Elizabeth Beech: Communicate with clarity and kindness

From Ruth Reid: Share generously and ASK FOR SUPPORT often

From Lesley Goodburn: Lead with my lived experience

From Seema Srivastava: Support others to achieve their dreams

From Anna Burhouse RUBIS.Qi: seek out joyful connections

From Hesham Abdalla: Welcome difference.

From Sarah.Ames: communicate with clarity and kindness

From Neil Dunford: cultivate safe and brave spaces

From Marie Davies: Safe and brave spaces

From Andrew Parker: Cultivate safe and brave spaces

From MINESH KHASHU: see the humanity in all things

From Jo Murray, Oxford AHSN: cultivate safe and brave spaces

From Matthew Mezey: Focus on opportunities not obstacles...

From Caroline Lennon-Nally, HSE National QI Team: Be okay with saying "no" in the knowledge that it gives others an opportunity

From MaryCate: Support others to achieve their dreams

From Gwyn Elias: Cultivate safe and brave spaces

From Ruth Reid: Culture is the single most important thing....

From Marie Davies: Culture - I think you have to be opportunity to discuss openly what shared environment you all want to be in and further develop

From Gwyn Elias: Culture is related to how we choose to be with each other. This requires trust and psychological safety

From Ruth Reid: Yes but getting to the real issues is the work, building those relationships of honesty and trust

From Elizabeth Beech: Agree with @Hesham and I wanted to do this network weaving program as my role deliverables are via networks. Not meetings!

From MINESH KHASHU: Culture is not important. It is critical!

From Yasmin Yonis: "Slow down. We don't have much time" - Renae Gray, is my favourite community agreement

From PennyP: Wow - I feel inspired, centred with calm purpose just listening to you for 90 secs Hesham

From Bianca Viegas: I think how we behave and interact with each other almost sets the scene for forming a group and then it becomes a norm so we can start with ourselves to change and spread that over time which becomes the culture ..

From Hesham Abdalla: @penny :-)

From Mark Wilson, Improvement Cymru: Well said Sophia, love that

From Jo Murray, Oxford AHSN: Culture is what people do when no one is looking...is there something about what happens outside of the "formal" network activities?

From Hello Hilda Here: I once saw a quote there is no work life balance, its all life, I think where the 'culture' is one of mission and supports the individual to make the difference which drew them to that profession it doesn't feel like work as 'work' can sometimes feel like effort and knowing we have only so much energy we find a natural balance as the 'work' also energises as well as whatever else we do to recharge, but the culture of an organisation matters as does it support those relationships and who we are as people

From Hesham Abdalla: Thank you, @sophia

From Andrea McGuinness: yes-It is not the knowing it is the doing that creates most tension for me and others that I talk with.

From Caroline Lennon-Nally, HSE National QI Team: Being and kindness are hugely underrated.

From Sarah.Ames: I am finding this session so useful, insightful and inspirational, thank you all!

From Kristin Johnstad: Calendly - A meeting scheduler

From Matthew Mezey: I wonder if Penny's comment reflects the kind of experience of someone who is often in the more structural 'Guardian' role - ensuring the future of a network, that it gets the support it needs....?

From Hello Hilda Here: worthwhile doing the Warwick and Edinburgh Mental Wellbeing scale, 14 areas which support wellbeing, score from 1-5 recognise where areas maybe need attention and amazing how small things can make a big diff e.g. 6minutes reading can make a difference, 3minutes relaxation, 5 minutes enjoy a cup of tea, and yes Minesh only attend meetings which add value!

From katja: Mindfulness for me is a way to stay resourced and in connection, supporting being a network weaver. If you're interested, there is a mindfulness SIG meeting tomorrow- everyone is welcome: <https://q.health.org.uk/event/mindfulness-sig-are-leaders-who-practice-mindfulness-more-effective-at-delivering-success/>

From Gwyn Elias: Take a look at the 5 ways to wellbeing

From PennyP: Thanks Matthew - indeed - and very helpful to make the link back to the NW roles

From Mark Wilson, Improvement Cymru: For me it's the separation from work and home life with advent of modern technology and the working from home that I find difficult

## **Breakout 2**

Prompt: What has been helpful? What has gotten in the way?

What has been helpful? What has gotten in the way?

Some tools you might have used:

- Introducing a network approach to others
- Assessing network weaver roles
- Assessing your network
- Assessing your network supports system
- Using mapping
- Experiencing self-organizing processes
- Embodying Network Values

17:50:51 From Hello Hilda Here: very simple ideas for living mindfully <http://www.cope-scotland.org/index.php/latest-blog/tips-for-living-mindfully>

From Matthew Mezey: @Penny - and I get the sense that 'Guardians' often have fewer like-minds around to share their particular experience with... It was definitely a Network Weaver role that was less commonplace within the Q team when we had a look...

From Hesham Abdalla: @katja thank you for your mindfulness training. I have been practising being more mindful at the moment of connection today.

From Hello Hilda Here: Interesting as that's something I am trying to get my head round being a guardian and then enabling others to take on that role

From Matthew Mezey: Hi Chioma - often lots going on, hard to juggle! ;-)

From MINESH KHASHU: Room 7 breakout: You know who you are! Let us continue our chat over a cup of tea/coffee in a couple of weeks

From Yasmin Yonis: Share challenges, ask question, peer support

From Kristin Johnstad: Ha! Minesh is self-organizing for continued conversation. Minesh do you need support to gather folks again.

From Olivia Bush: @Minesh and room 7...meeting up for tea/coffee in a couple of weeks would be great!

From Hesham Abdalla: We had the best group!

From Anna Burhouse RUBIS.Qi: @Minesh that would be lovely thank you

From Kristin Johnstad: The feeling of guilt. The feeling of responsibility. The self- pressure.

From PennyP: @minesh agreed!

From Kristin Johnstad: The challenge of work-life balance - how can you support each other?

From Sophia: I shared at our last coaching session add a ME time to your day

From Hello Hilda Here: yep when working from home need to remember to go home, creating new routines and habits work for your family and occupation and own interests

From PennyP: Thanks Mark - you've tipped me into knowing I really do have to extract myself for evening parent time now - thanks all for a fantastic session and gutted to have to leave before the end

From Kristin Johnstad: Share challenges, ask question, peer support

From Matthew Mezey: There's a Q SIG Zoom about how Mindfulness enables more effective leaders tomorrow. Do join us: <https://q.health.org.uk/event/mindfulness-sig-are-leaders-who-practice-mindfulness-more-effective-at-delivering-success/>

From Kristin Johnstad: Thanks Matthew

From Toni - Making Space: Could some of it can be guilt - we are at home and want to do our bit

From Chioma Obasi: It is hard to balance it all and feel upset and hard on myself because there seems to be a constant clash particularly with these sessions. Lovely to hear others share their 'lived' experiences and useful tips

From Kristin Johnstad: Chioma - can you come off mute and share

From Yasmin Yonis: Dominant Work Culture:  
<https://www.showingupforracialjustice.org/white-supremacy-culture-characteristics.html>

From Sarah.Ames: Yes Hilda, that is so true!

From Ruth Reid:Ah but you can schedule the emails to go out in the morning and do them at night!!!!



From Elizabeth Beech: @Toni I am def not driven by guilt home working (had a home based contract pre pandemic as did a lot of national travel) - I just have a 'Be Perfect' driver that escapes the cage too often

From Jo Murray, Oxford AHSN: And as if on cue Mark's child appears!

From Sarah.Ames: Guilt is definitely something I need to take off

From Seema Srivastava: So sorry to sign off early. I need to go lead our Cubs session. Really inspired by the conversations today. I'm going to remember to be kind to myself and celebrate the good things I and others are achieving in challenging circumstances. Speak soon 😊

From Hesham Abdalla: We had an interesting proposition to those weaving networks: Rather than stepping in, try stepping back. That may mean someone else will step up. Or maybe nothing happens. Either way, that's OK.

From Ruth Reid: ❤️ @Hesham

From Hello Hilda Here: wee tips may be useful <http://www.cope-scotland.org/index.php/latest-blog/learning-not-to-beat-yourself-up-with-guilt-1>

From Elizabeth Beech: My family know its a network weaver aware family as I pinned the timetable in the kitchen and eldest son makes dinner each network weaver evening. Wonderful

From Kristin Johnstad: Hilda 's website has some beautiful resources. Check them out.

From MINESH KHASHU: Yes, thanks Hilda

From MaryCate: ^^ Love this support from Elizabeth family 'network'

From Kristin Johnstad: Challenging assumptions is part of culture shifting

From Olivia Bush: Really helpful, Anna. Thank you for sharing that info.

From Elizabeth Beech: Really interesting @Anna Hope that's shared with NHSEI!

From Matthew Mezey: The great Kegan and Lahey book 'An Everyone Culture' has great case studies about orgs where people are more candid about their learning, about failure etc - no need to hide what you don't know, pretend to total expertise in all, and all the things our orgs often encourage us to do. All our org's need healthy 'growth cultures' imho...

From Matthew Mezey: I wonder if Katja will get in a plug for her Mindfulness SIG's session tomorrow... ;-)

From Hesham Abdalla: <https://hexitime.com/activity/mindfulness> Katja has a wonderful Mindfulness offer on Hexitime

From Hello Hilda Here: Love this piece from QNIS <https://www.qnis.org.uk/blog/kintsugi-the-art-of-respectful-improvement/>

From Kristin Johnstad: You are so funny Matthew.

From Toni - Making Space: Been listening to podcasts rather than reading. Sometimes I go for a walk when listening to a podcast

From Olivia Bush: any good podcast recommendations?

From MINESH KHASHU: Quality over Quantity of tasks and interactions

From Matthew Mezey: @Kristin - I wondered if she'd be blatant, like I might well be... ;-)

From Toni - Making Space: Brene Brown does a really good one called Dare to Lead on Spotify

From Olivia Bush: I love the culture of grace in these sessions...

From Hesham Abdalla: @Hilda thank you for those resources

From Olivia Bush: Thank you @toni!

From Hello Hilda Here: Mindwaves do some inspirational podcasts from lived exp mental health <http://www.mindwavesnews.com/>

From Bianca Viegas: Thank you all I feel re energised as I have so much to reflect on 👍

From Toni - Making Space: @Hilda. thank you I will have a look at that one

From Toni - Making Space: Is the chat going to be shared afterwards as there have been some good resources shared here

From Char Bowden: The chat goes into the group space @Toni

From MINESH KHASHU: great interaction everyone. stay blessed

From Yasmin Yonis: Toni, you can save the chat by clicking on the three dots on the upper right corner of the chat box

From Yasmin Yonis: we can also look into sharing the resources

From Char Bowden: WWW what went well

From Char Bowden: EBI Even better if

From MaryCate: So is there more tea times booked?

From Toni - Making Space: @Yasmin thanks I have just saved it now

From Jo Murray, Oxford AHSN: WWW breakout sessions with a purpose. Sharing.

From Caroline Lennon-Nally, HSE National QI Team: Thanks everyone!

From Hesham Abdalla: Thank you for your embrace xxx

From Matthew Mezey: Thanks everyone - great session :-)

From Bianca Viegas: Everytng !! So much to learn and develop myself thank you for making time to do this for us all in awe n

From Mark Wilson, Improvement Cymru: Thank you all what a great session

From Elizabeth Beech: WWW: made the session nearly on time

From Sophia: thank you all

From Ruth Reid: Thank you 

From Toni - Making Space: WWW Discussions

From MaryCate: Bye everyone

From Chioma Obasi: Thank you everyone

From Elizabeth Beech: EBI: had done the pre reading

From Tracey White: The best session yet. Thanks so much., Just very uplifting and reassuring. Thanks to everyone.