An abstract graphic on the left side of the slide, featuring a network of white dots connected by thin white lines, set against a dark purple background. The graphic is partially enclosed by a white curved line that separates it from the text area.

# Workshop #5 Tools and Practices to Foster Network Leadership and Network Mindset



**The  
Health  
Foundation**

Q is led by the Health Foundation  
and supported by partners across  
the UK and Ireland

# Use of Technology

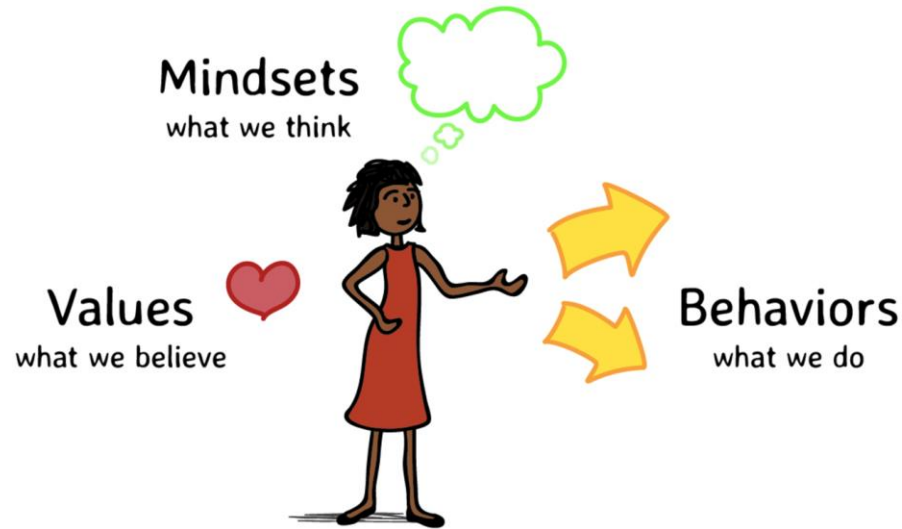


1. **Closed Captioning** is available  
Click on the Closed Caption option at the bottom of the page.
1. Use chat, camera and mic **as comfortable**. Main room sessions are **recorded** and available as a resource.

# *Network Weaving Learning Series – workshops*

Workshop 1	Workshop 2	Workshop 3	Workshop 4	Workshop 5
<del>Introduction to intentional collaborative networks</del>	<del>Setting up a network support system</del>	<del>Tools and practices to catalyse self-organised projects and innovations</del>	<del>Tools and practices to build network relationships</del>	Tools and practices to build network leadership and network mindset

# Cultivating Network Leadership and Mindset



# NETWORK WEAVER PROMISES

- Share generously and ask for support often
- Lead with your lived experience
- Focus on opportunities not obstacles
- Cultivate safe and brave spaces
- Communicate with clarity and kindness
- Welcome difference and working differently using technology
- Support others to achieve their dreams and results
- See the humanity in all things and celebrate life.



# Agenda

- Welcome - 5
- Cultivating Network Leadership and Mindsets - 10
- Promises & Objectives - 10
- Review Where We Have Been - 15
- Clustering by Interest - 30
- Imagine what we might do together - 15
- Next Steps and Reflect - 5

# Objectives

1. Reflecting on leading with a network mindset
2. Practices or tools that help networked ways of working
3. Use clustering approach to form groups of individuals with common interests
4. Begin imagining what this network of weavers might do together in the future

# Looking Back

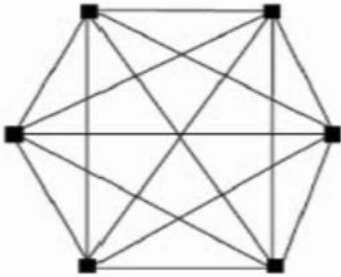


# Why Networks and Weaving?

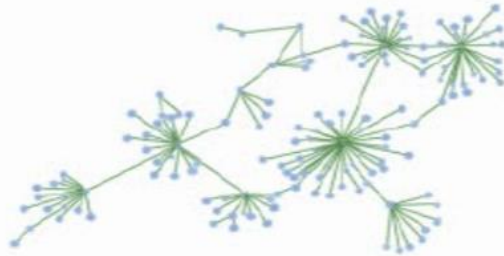
- Expands and grows leadership
- Encourages learning and collaboration
- Increases access to resources and information flow
- Promotes experimentation



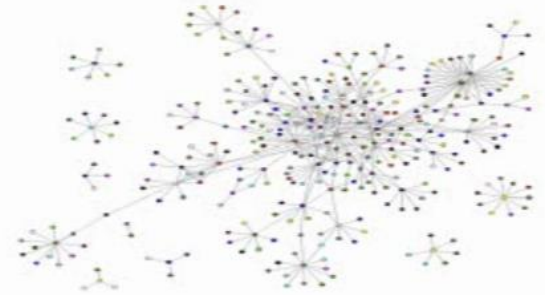
# Network Structures



Coalitions and  
Alliances



Multi-Hub Networks



Movements and Systems  
Shifting Networks  
(Network of Networks)

# Network Values

A word cloud of network values. The words are arranged in a roughly circular pattern, with 'relational' and 'diverse\_perspectives' being the largest. Other prominent words include 'experimentation', 'safe\_spaces', 'decentralized\_power', 'multiple\_priorities', 'power', 'user\_focused', 'few\_structures', and 'safety'. Smaller words include 'few\_rules', 'responsive', 'user\_led', 'sense\_of\_agency', 'unspoken\_norms', 'engagement', and 'without\_fear\_of\_judgement'.

safe\_spaces decentralized\_power  
multiple\_priorities  
few\_rules experimentation  
responsive power user\_led relational  
user\_focused sense\_of\_agency  
few\_structures unspoken\_norms safety engagement  
diverse\_perspectives  
without\_fear\_of\_judgement

# Network Leadership

Organizational Context	Network Context
Position, authority	Role, behavior
Few leaders	Everyone a leader
Leader broadcasts	Leader engages
Provide services	Support self-organizing
Exercising power	Sharing power
Planned	Emergent
Hierarchical	Relational
Centralized Decision Making	Transparency & Process
Individual Claim or Blame	Group Reflection/Learning

# Network Roles

What type of network weaver are you?



Action,  
Relationship  
Building  
& Learning

Building the network

## Connector/Catalyst

Connects people, maps networks, builds trust;  
Gets network building started, noticing who is missing and bridges

## Network Supporter/Guardian

Helps put in place all systems needed for networks:  
communications, training, support, resources

### Network Weaver Roles

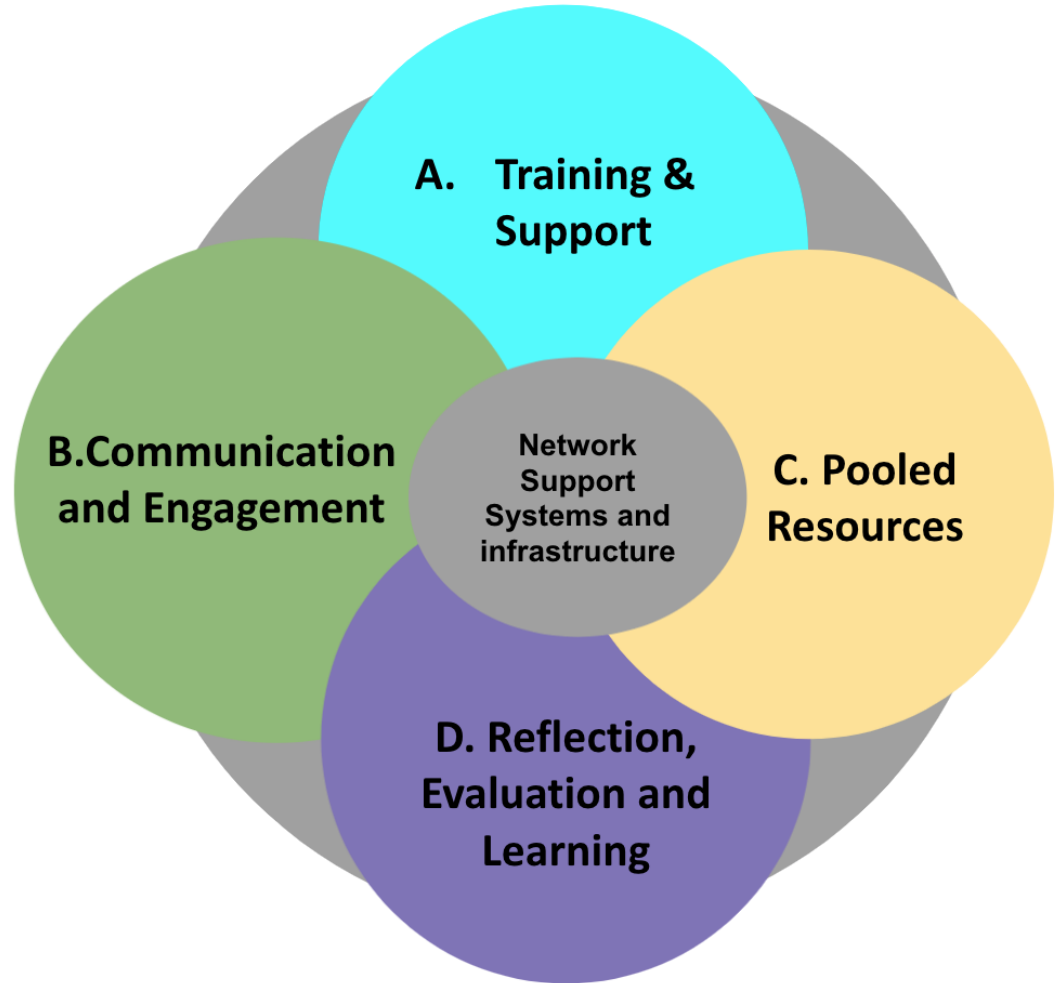
## Self-organised Project Co-ordinator & Coach

Helps co-ordinate self-organised projects

## Network Facilitator

Helps convene people to learn, share resources and insights, model processes that will foster a resilient network

# Network Supports



# Self-Organizing

Q&A session using Open Space Technology hybrid 06.05.21

What is the conversation you want to have with other weavers today?

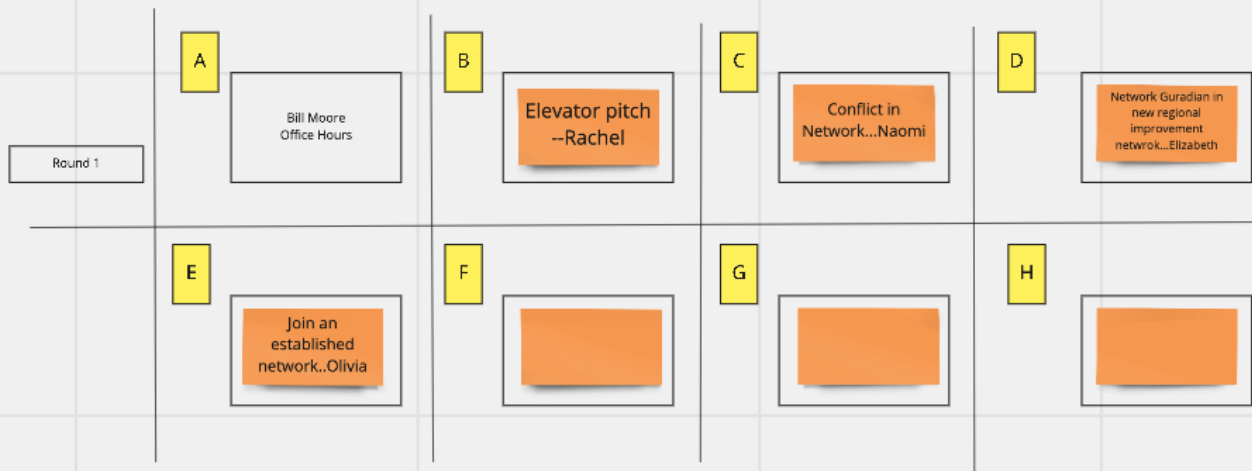
## ONE LAW:

Law of Two Feet

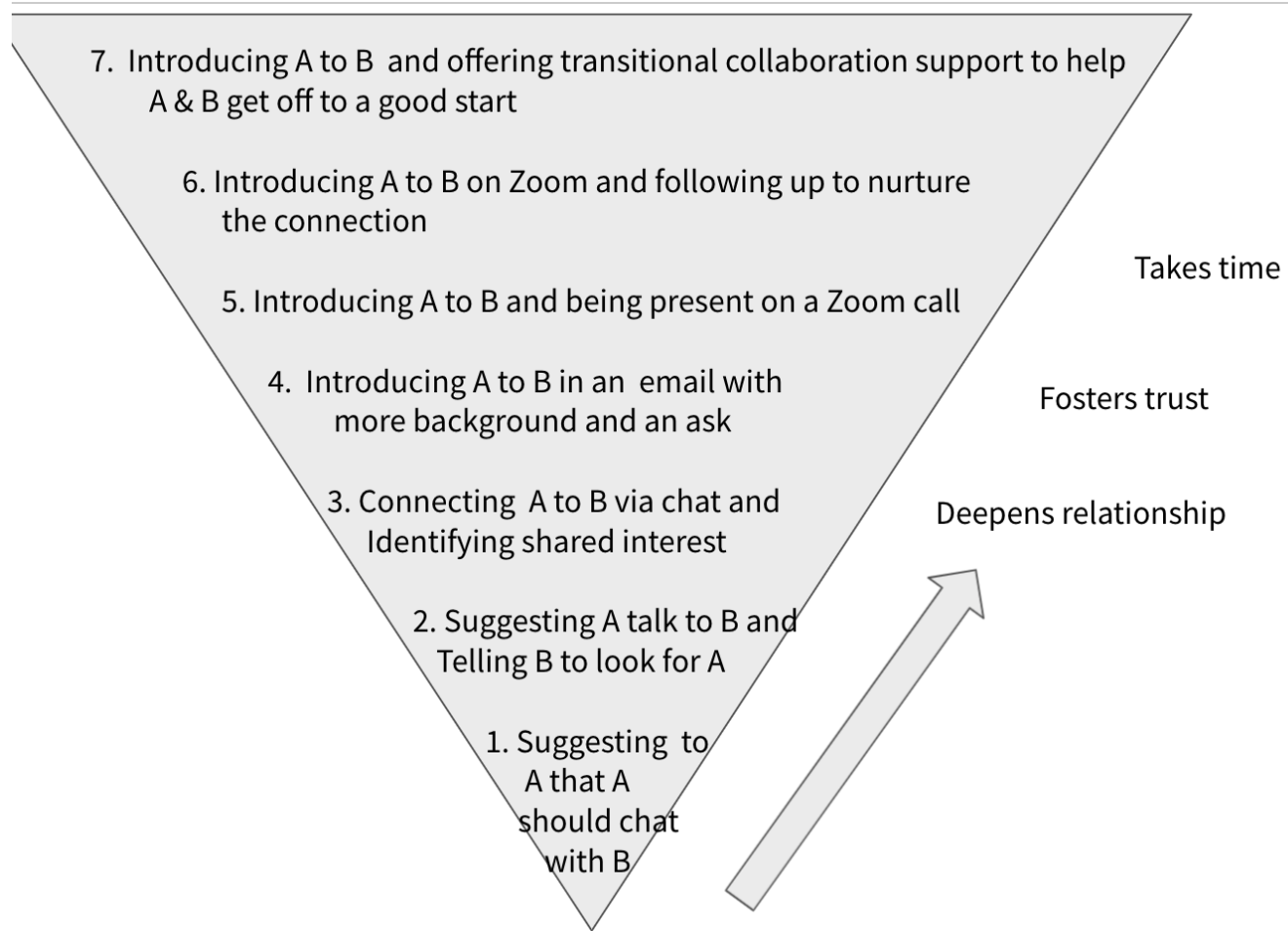
## FOUR PRINCIPLES:

1. Whoever comes are the right people
2. Whenever it starts is the right time
3. Whatever happens is the only thing that could happen
4. When it is over, it is over.

Length of Small group:  
30 minute round



# Closing Triangles & Twosies



# Sharing Skills and Interests

Informal  
Host  
Interest  
Groups  
(or Tea  
Times)



Lead or plan  
an activity



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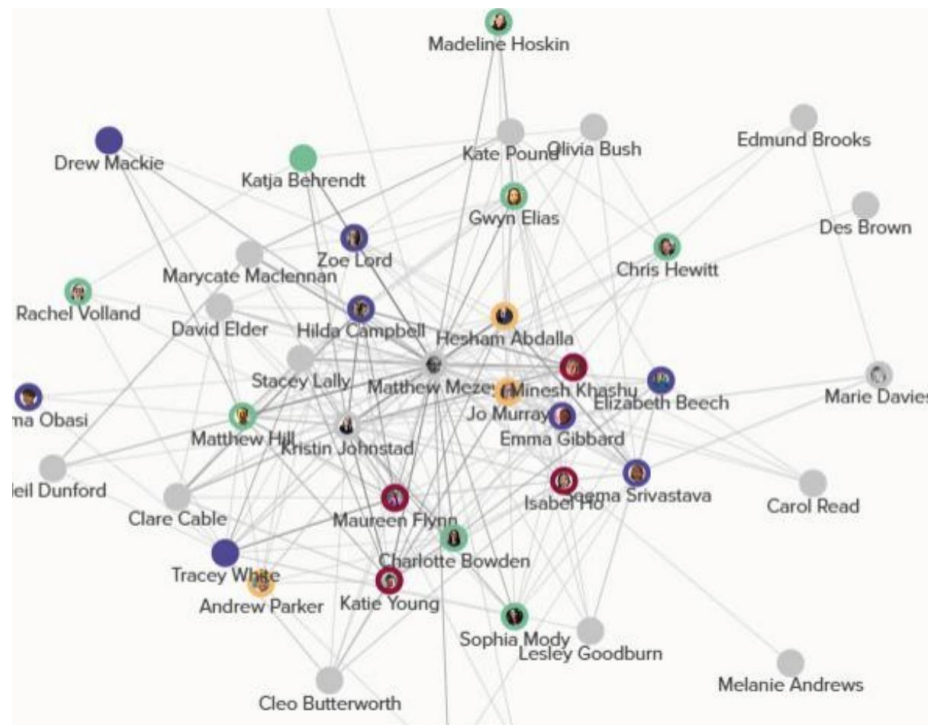
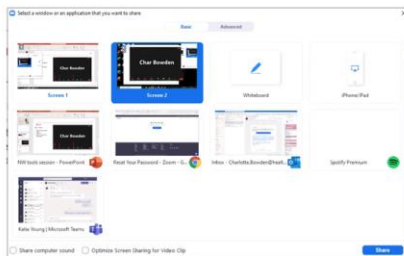
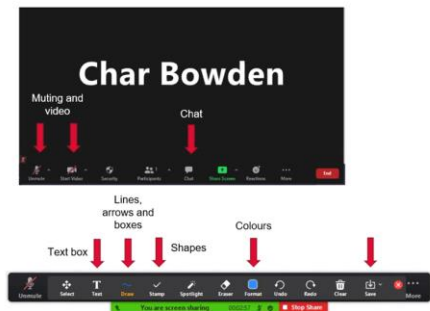
Unlisted

7 views • Feb 2, 2021

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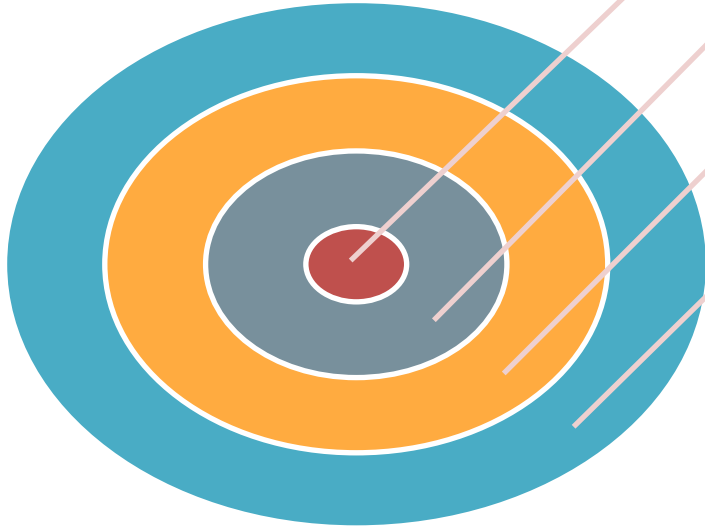
# Network Collaborative Tools

## Zoom basics



# Network Challenges

To use Diagnostic Tools to Assess Health, Leadership, Support Systems, Engagement:



**Assess network health**

**Model Network Mindset/  
Create Network Culture  
Share Skills & Promote  
Leadership of Others**

**Build Engagement &  
Strengthen Core and the  
Periphery**

# Breakout Groups

## A. Purpose/Culture

Is there a unifying purpose?

Who is in the network?

How strong is your network culture?

How strong are trust relationships?

Do you encourage risk taking and learn from action?

## B. Leadership

How do you create and support leadership opportunities?

How are decisions made?

What is your governance structure?

What roles are filled or need filling?

How accessible is leadership?

## C. Engagement

Is there a ladder of engagement?

Does your communication ecosystem support engagement?

How do people in the network find and talk to each other?

How do people receive and share information?

Your Network

## D. Action & Learning

Is there self-organizing happening?

Are people encouraged to take risks?

How do people learn from action?

What tools do people use to organize?

What resources do you have/need to support action?

# Breakout Groups

In your group, choose 1 or 2 questions  
to use in reflecting on your network

Note: In the last 2-3 min, determine if there is a next meeting of your group, share contact info and identify a person to organize the next meeting.

# What are you noticing regarding: Engagement?

Sometimes going virtual has become less representative - make use of the social media that people are actually using can help (if not blocked by IT etc).

The social media we might use those channels aren't as easy to use in a traditional organization.

How do you invite people to the network -- in order to create the culture

Awareness there is a network and 'permission' to join

With large group how make it more focused, realistic to work with to move from communications to network

Sometimes we're a group and not a network

People feel that just by informing people of something you have engaged them. It's more than that.

Trust or the lack of trust

Social media algorithms sometimes decrease engagement

## **Opportunity**

What action (that you are willing to do) would make the most difference in the next 6 months?

## **Gifts**

What talents, skills and assets do we bring?

## **Invitations**

Who else do we need at the next meeting?

## **Small Acts**

What experiments can we do to explore this opportunity?

Imagining what we might  
we do together?

# Upcoming Sessions

**17 June, 17:00 - 18:00**

Open Space - Q & A

**1 July, 17:00 - 18:00**

Tools for Clarifying Network Purpose and Refining your Network Strategy

**15 July, 16:30 - 18:30**

Coaching peer groups celebration and evaluation

# Session Feedback

## OBJECTIVES:

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2. Practices or tools that help networked ways of working
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