

KSS Inclusion Network

Date: Wednesday 28th November 2018

Venue: Sandman Signature London Gatwick Hotel, 18 – 23 Tinsley Lane South, Three Bridges, Crawley, RH10 8XH

Time: 10:00 – 15:00

Meeting Agenda

09:30	Registration and Networking
10:00	Welcome and introduction to the day
10:30	Getting the most from Networking A collaborative interactive session to set the network Terms of Reference
12:15	Lunch and Networking
13:15	Collective Leadership A workshop on using Networks as a way of influencing change
14:00	A Chance to apply the principals of collective leadership in working together as a Network
14:45	Review and Reflection

Next meeting date:

Thursday 14th March 2019



Leadership Academy

Kent, Surrey and Sussex

Kent, Surrey and Sussex Inclusion Network

Wednesday 28th November 2018

10:00 – 15:00

Sandman Signature London Gatwick Hotel

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Health Education England

www.kssleadership.nhs.uk



Aims and Objectives

Aim of the Inclusion Network:

- Support people involved in leading on equality, diversity and inclusion across the local health and social care system in Kent, Surrey and Sussex.

Objectives for today:

- To collectively shape the inclusion network by:
 - Understanding what people want and need from an inclusion network;
 - Recognising peoples' strengths and skills, and how best to harness these through network activities.



Leadership Academy

Kent, Surrey and Sussex

Building our network

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What is a network?

What is networking?

A network

- A group of people (community) connected by a shared sense of purpose, interest or common goal, who have chosen to come together in response to the needs of their workplace, organisation, community or wider society.

Networking

- The process that enables a community to connect

Activity

- 5 themes
- Work in pairs or trios
- Create individual or joint responses to the following questions and write on postits – one response per postit plus your name(s)
- Place on the corresponding flipcharts

5 themes/questions

- 1 What you do want or need from an inclusion network?
- 2 What can you offer or contribute to an inclusion network?
- 3 Networks work best when . . .
- 4 As a network we need to be mindful of . . .
- 5 We will know the inclusion network is making a difference when . . .

Theming and Feedback

- 1 Get into your groups
- 2 Someone read out what's on you flipchart
- 3 Work together to identity similarities, themes and patterns
- 4 Feedback to the whole group

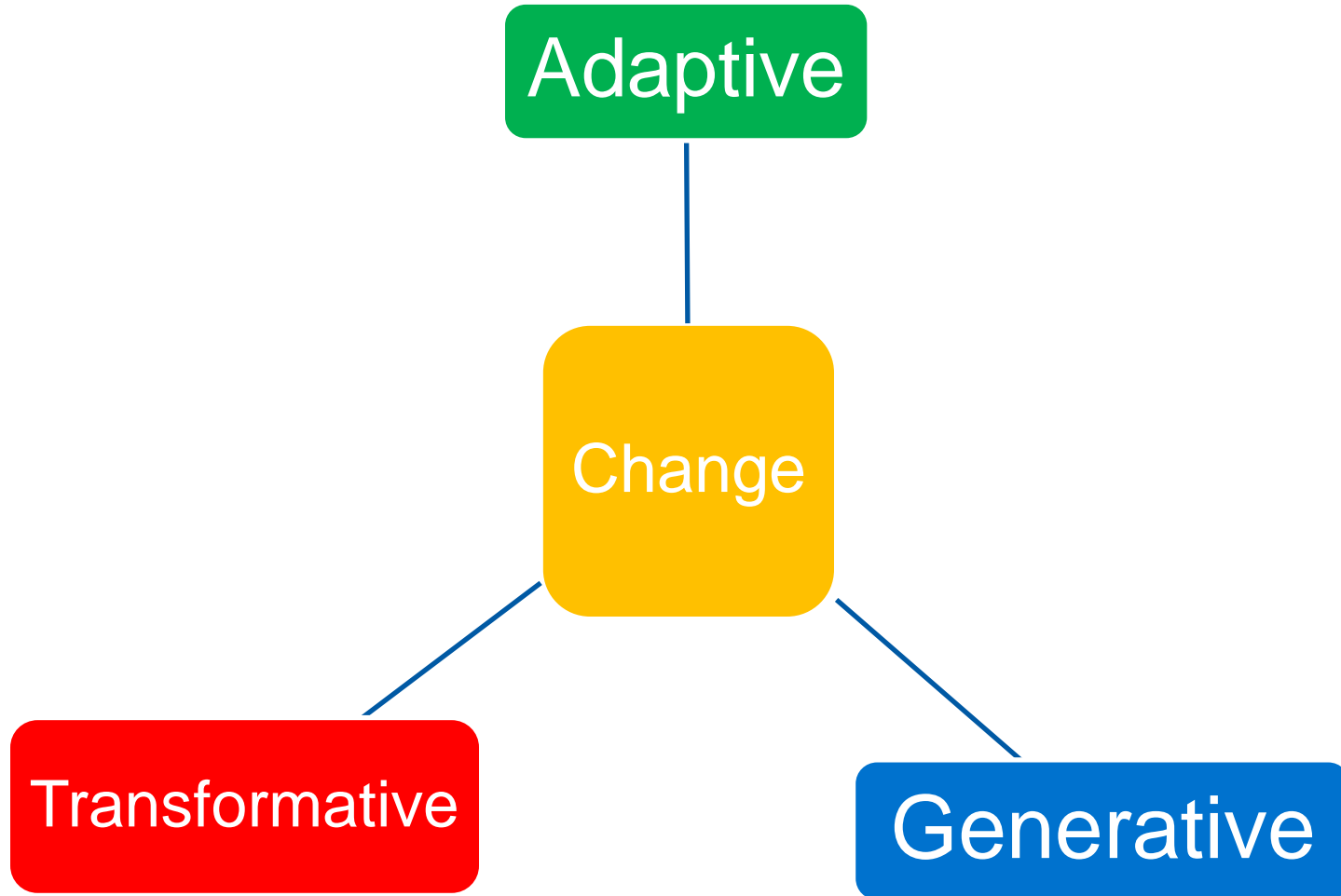
Collective Leadership: using Networks as a way of influencing change

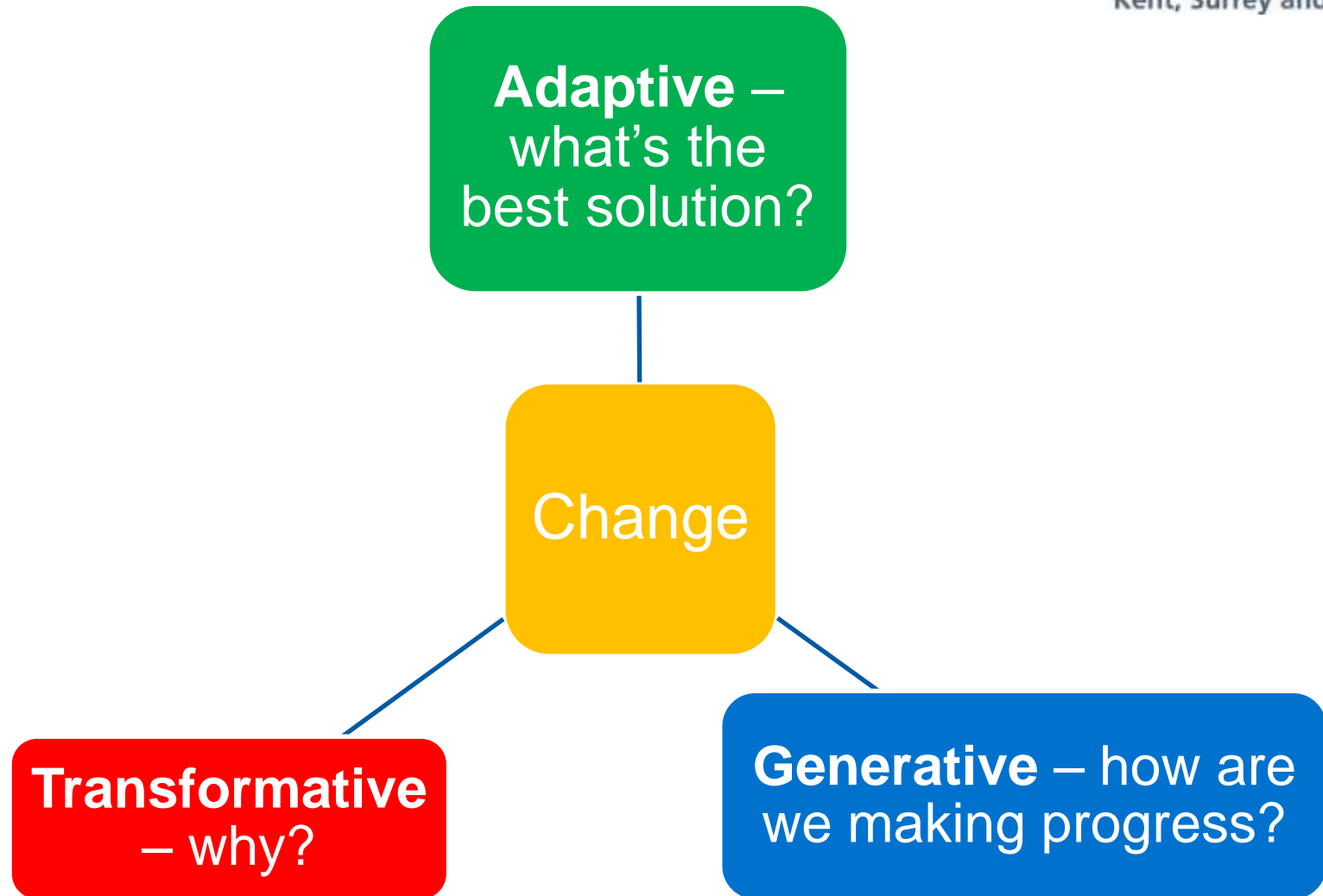


Byron Lee



How do people and organisations change?

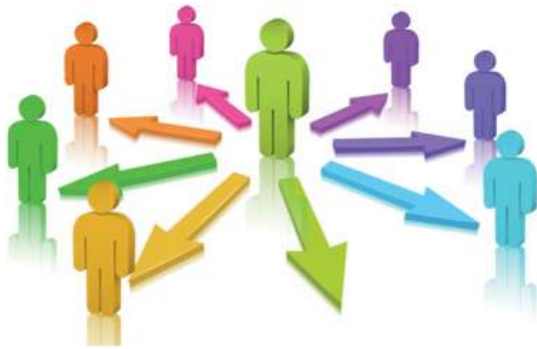




What is Collective Leadership?



Who's the leader?



Old leadership paradigm

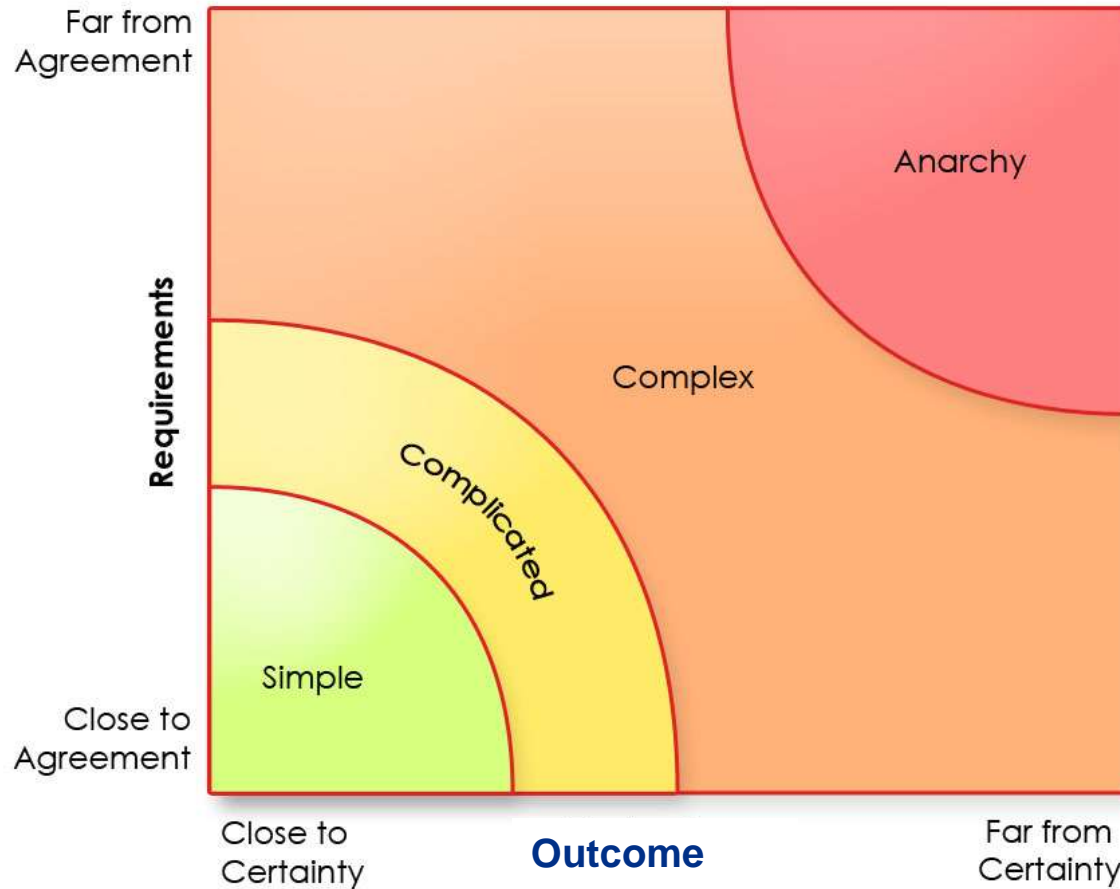


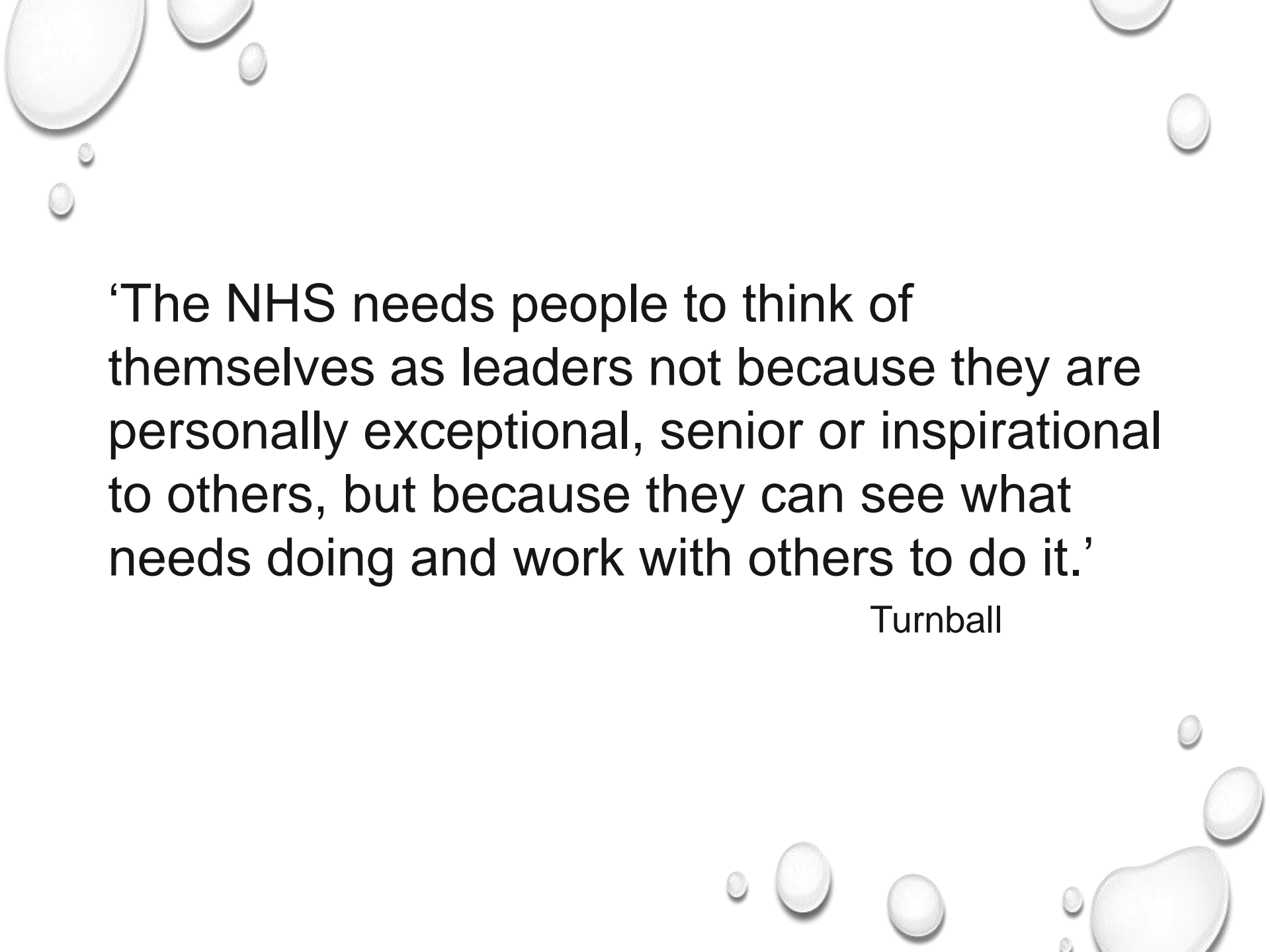
New leadership paradigm

Why Collective Leadership?

The Spectrum of Process Complexity

(Stacey 2012)





‘The NHS needs people to think of themselves as leaders not because they are personally exceptional, senior or inspirational to others, but because they can see what needs doing and work with others to do it.’

Turnball

In what ways can our network influence change?



Conditions for Collective Leadership

- Trust
- Shared Power
- Transparent and Effective Communication
- Accountability
- Shared Learning

O'Neill & Brinkerhoff, 2017

Building Trust

Capability - Integrity - Benevolence



What is my networking style?

Listening

creating safe spaces for open and honest talk

Motivating

energizing others in their work

Collaborating

working together on joint projects

Connecting

linking people up

Mind Opening

asking questions to expand horizons

Navigating

giving sound advice on best courses of action

1. Identify a question, issue or problem you want some help with
2. Decide on the nature of the help you want:
 - *A chance to **share** and be listened to*
 - *To feel **inspired** by how others have dealt with similar situations*
 - *To be **challenged** in my thinking*
 - ***Connect** to the right people*
 - *To find someone to **work together** with me*
 - *To get some expert **advice***



The best way to predict the future is to
create it

Drucker

