

Look Out 2011

Workshops

School, community
engagement and
outward facing
leadership

Monday 20th June
Tuesday 21st June



Who are we?

Building our community

Find someone who



Exploring our leadership

Community leadership



Rekindled hope – we can do anything together

Leadership development – local talent

Wisdom banks – know who, know what, know how, know why

Long term relationships – trust

Maximise resource, time and effort – how we come together and what we focus on

Community data – confront the facts / build data on what works / curiosity / questioning

Mutualism – giving and receiving

Community leadership in action – National College

What made the difference?

How we were – not what we did

Involve the community right from the beginning – use open spaces, stories and open agendas to build 'the agenda'

Initiate action based on real need rather than perceived need

Use **word of mouth** as communication – *'the stories we tell about each other'*.

Start **small**, and **reflect** ; what did we do, how well did we do it, who has benefited ?

Use **local people** to support all aspects of the work – local caterers, transport, printers etc;

Develop the leadership of local **community champions**

Take time to build **ownership** and **relationships**

Engaging, motivating and fun

NCSL Community Leadership Network

Why protocols

1. Tune in
 2. Tune up
 3. Equity of voice
 4. Deliberative process – understood by all
- Scaffolding to help new behaviours – new behaviours require new approaches
 - Learning focused
 - Value the time spent together – deliberative process to improve our use of the time we spend together

8 principles for successful community engagement

A protocol

A discussion round

Choose a card

Take turns

2 mins each

Then have an open discussion – look for points of connection and points of disagreement



Outward facing leadership & wicked issues ...

National College

Either **novel** or **recalcitrant**

Complex and cannot be solved in isolation

Sit outside single hierarchy and across **systems** – 'solution' creates another problem

They often have **no stopping** rule – thus no definition of success

Have no **right** or **wrong** solutions but better or worse developments

Securing the 'right' answer is not as important as securing **collective consent**.

Problems for **leadership** not management; - role is to ask the appropriate **question** & to **engage** others through collaboration

Keith Grint – Warwick University; England

The solution is in the room

Wisdom bank

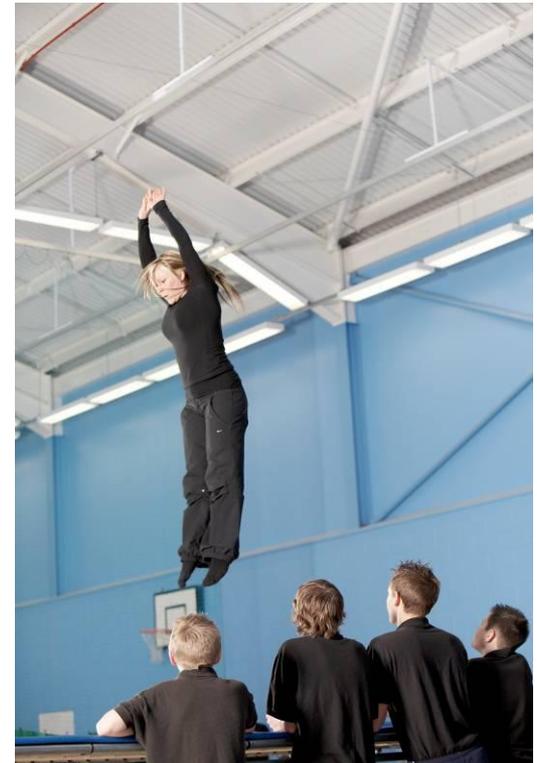
Other localities – PRACTICE BASE

Thinkers – KNOWLEDGE BASE

Stakeholders – EXPERIENCE BASE

Give Voice

- Witness sessions
- Community walks



A self improving system

- Harnessing the energy, the motivation and the moral purpose of the system to do it for itself
- Local solutions – cluster based – partnership oriented
- Characterised by ‘co construction’ – and the building of professional relationships within and between organisations

The role of leaders in a self improving system

A value – a conviction that leaders should strive for the success of all organisations and young people they serve not just their own.

A disposition to action – a commitment to work with other organisations to

Help them to be successful and to be open to learning from others

A frame of reference – to see one's role as a servant leader here to serve for the greater benefit of children and young people

1. Is this you ?
2. Is this us ?
3. What more needs to happen you to model a truly self sustaining system in your locality

Sustaining our effort

Growing the next generation of leaders

Learning is the work – the work is the leadership seminar
Locality projects that grow leaders - leadership `grow bags`
Talent spotting and talent growing

What is your role – what can you model ?

Who will you nurture and how – what formative
experiences grow leaders who are here to serve ?

Who will look back on their work and say `if it wasn't for
you.....`

Leadership at times of change -

Unwarranted optimism

Crisis as the norm and complexity as fun

An endless well of intellectual curiosity

An absence of paranoia and self pity

Tim Brighouse
Commissioner for Schools
London



A conversation – how we conclude

An appreciation

A question

A pledge

'All that we do from now must be done with resolve, passion, hope and with celebration. We are the ones we have been waiting for'.

Take Charge Symposium
Arizona 2002



Please stay in touch

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