



# Welcome

## Our Structures of Togetherness

June 29<sup>th</sup> 2023

Subscription Rooms, Stroud

Wi-Fi code: **Markettown**



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The social determinants of health are the conditions in which we are born, we grow and age, and in which we live and work. The factors below impact on our health and wellbeing.



Childhood experiences



Housing



Education



Social support



Family income



Employment



Our communities



Access to health services





Here is Edward Bear, coming downstairs now, bump, bump, bump, on the back of his head, behind Christopher Robin. It is, as far as he knows, the only way of coming downstairs, but sometimes he feels that there really is another way, if only he could stop bumping for a moment and think of it.

Stories of Winnie-The-Pooh, AA Milne 1989

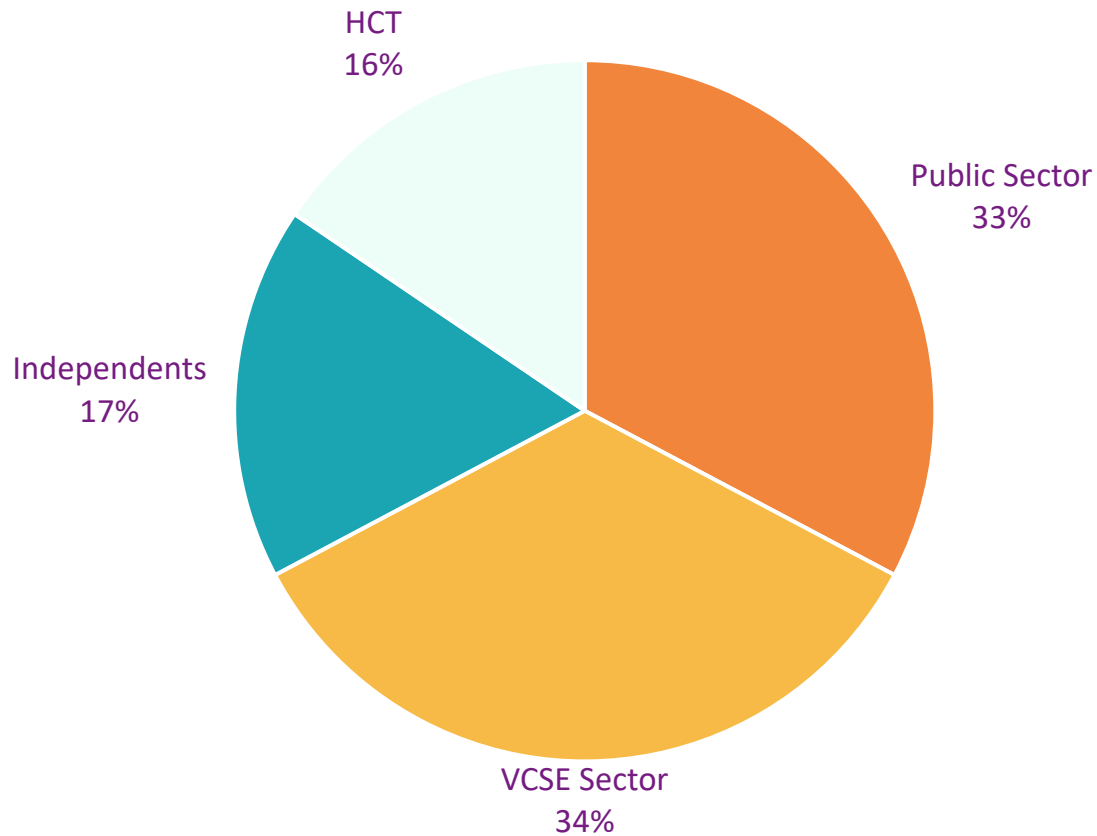


# Today is all about

- Time to stop bumping
- Connections to widen our field of view
- Glimpse promising practice

# Who's Here

## Sectors Involved Today









# How we want to work together

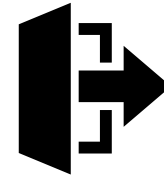
- We make the event together
- A space for all: bring in all voices
- Respect the structure of the event
- and each other's needs:
- Call out technical terms and TLAs\*! (\*Three Letter Acronyms)
- Open to share, unless stated otherwise...
- ...but, ask before attributing opinions etc. on social media
- Respect requests to be 'off the record'

# Programme overview

- Lightning talks – get inspired
  - Open Space – shape the conversation
  - Reflection – keynote listeners
- 
- To notice what's being said- and not...
  - Who is here – and not.
  - Where the energy might be next



# Safety and presence

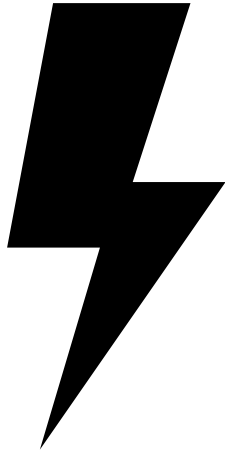


- Fire safety
- Refreshments
- Quiet space – café downstairs
- Toilets
- Emergency exits
- First Aid
- Photos & filming
- Orange lanyards – no photo signal
- **Any questions go to reception desk.**
- **Want to know more about ?** Look for brown HCT badges

# Connection

- What calls you to this work?
- 3 minutes in pairs.
- Quality of your listening enables the quality of the sharing.





# Lightning Talks

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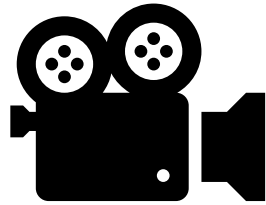
**5 x 5 minutes to get inspired**

No Q&A

Speakers are around all day for discussions

# Lightning talk speakers

- Jean Boulton
- Dawn Barnes
- Khady Gueye
- Mike Adamson
- Mikel Medley



# Jean Boulton

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**Jean Boulton**, Visiting Senior Research Fellow -  
University of Bath and Visiting Fellow - Cranfield  
University <https://www.embracingcomplexity.com/>



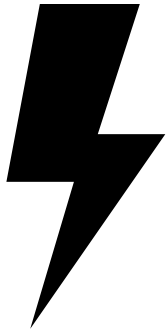
Jean Boulton



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# Dawn Barnes

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**Dawn Barnes**, Chief Executive –  
The Venture Community Hub



Matson, Robinswood and  
White City Community Partnership

# The Power of Three: 2020-2024

A plan for the Matson, Robinswood and White City communities



Citizenship, resilience, economic development and sustainability



August 2020



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**#HAF2021**



**HAF Pilot Year Evaluation**



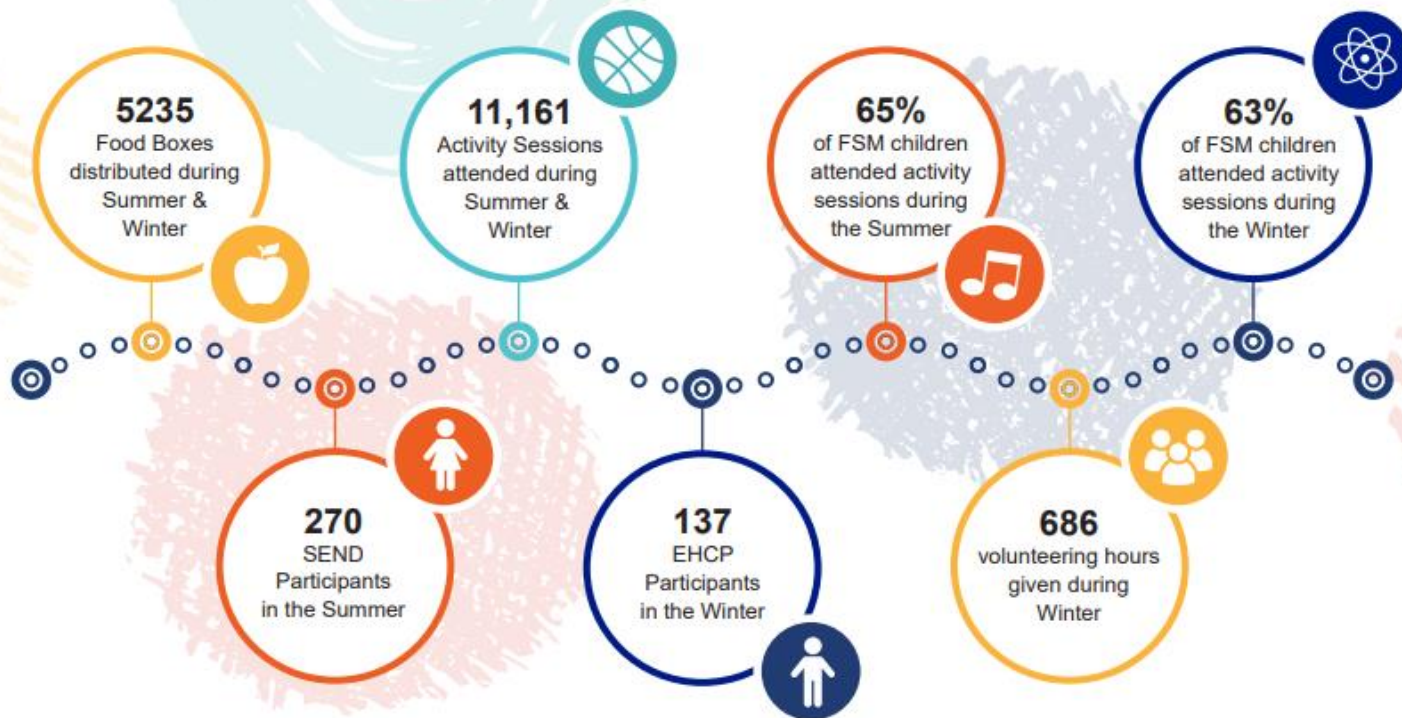
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# Gloucester

The Gloucester City district lead was The Venture Community Hub, supported by Gloucester City Council and the Gloucestershire Gateway Trust. The Gloucester district has 18 wards across 25 square miles of territory. An estimated population of 166,290 resides in Gloucester, of which 4876 are children and young people eligible to receive benefits related free school meals.

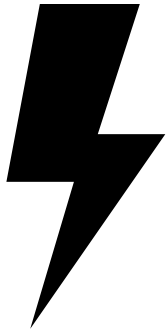


"We really enjoyed the sessions - my children loved to paint & use the clay to make models - we don't do these things at home."

"It was great to have something for the whole family to do - it encouraged us to spend time together outside - which we don't often do."

"I liked that I wasn't bored and got to try new things."  
"It really helped give us something to do each day, Thank You!"



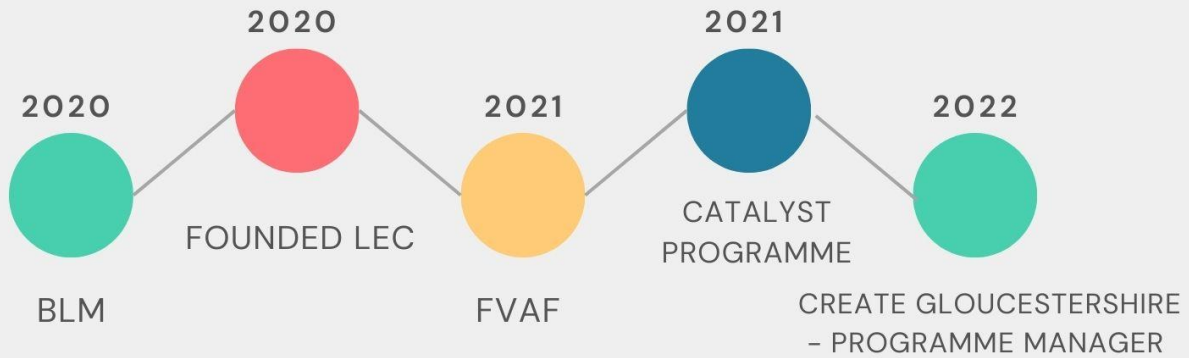


# Khady Gueye

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**Khady Gueye**, Director – Local Equality Collective and  
Programme Manager – Create Gloucestershire

# INTRODUCTION



# WHAT ENABLES COLLABORATION?



**JOINED UP APPROACHES**

**LOCAL SOLUTIONS FOR  
LOCAL PROBLEMS**

**LEADERS AS CONDUITS**



**WORKING IN SILOS**

**TOP DOWN APPROACHES**

**LACK OF COMMUNITY  
CONNECTION**

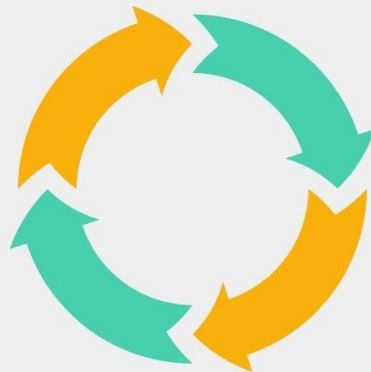
## WHAT ENABLED/PREVENTED MY WORK?

- WORKING INDEPENDENTLY/BURNOUT
- RURAL ISOLATION
- IMPOSTER SYNDROME
- MICROSILLS FROM CATALYST PROGRAMME
- CONFIDENCE IN LEADERSHIP AS A WOMAN OF COLOUR

# HOW DO WE CREATE ECOSYSTEMS THAT PROMOTE STRONG LEADERSHIP AND COLLABORATION?

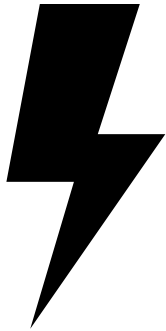
WELL RESOURCED PROGRAMMES

LONG TERM COMMITMENT TO PROGRAMMES



THE RIGHT LEADERS IN THE RIGHT PLACES

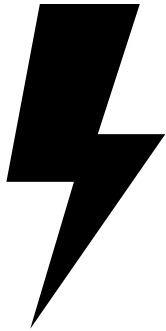
ENGAGEMENT WITH COMMUNITY LEADERS IN AUTHENTIC WAYS



# Mike Adamson

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**Mike Adamson**, Chief Executive –  
British Red Cross



# Mikel Medley

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**Mikel Medley**, Youth Support Manager – The Music Works [themusicworks.org.uk](https://themusicworks.org.uk)



# Open Space

You set the agenda

You bring the energy!



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# Open Space Principles + Law

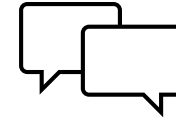
1. Whoever comes are the right people
2. Whatever happens is the only thing that could have happened
3. Whenever it starts is the right time
4. When it's over, it's over



## Law of mobility

if at any time you find yourself in a situation where you are neither learning nor contributing, use your two feet and go someplace else. This applies to hosts too!

# Open Space agenda



1. Grab the roving mic/get my attention
2. Tell the group what you want to talk about
3. Get a numbered card and pen and write down what you want to talk about
4. Take it to Jay and Jen to add to the board
5. Keep your card with you



Don't forget the principles and laws. You are free to move on if and when you're ready even if you proposed the topic. The topic can stay if you go.





# Break

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Visit the Open Space board to remind yourself of the conversations coming up later.

# Open Space

1. **Hosts** head to the table/numbered zone for your card
2. **Everyone else** go where you would like to go
3. **All of you** remember the principles and law!

## Open Space Principles and Law

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



### Law of mobility

if at any time you find yourself in a situation where you are neither learning nor contributing, go someplace else. This applies to hosts too!



# Open space capture

1. Jot some notes on the topic card and hand back to reception
2. What one thing would you like to share with the wider group from your conversation today?



# Myron Rogers

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Director – The Phillips Kay Partnership Ltd,  
and Chair – The Lankelly Chase Foundation



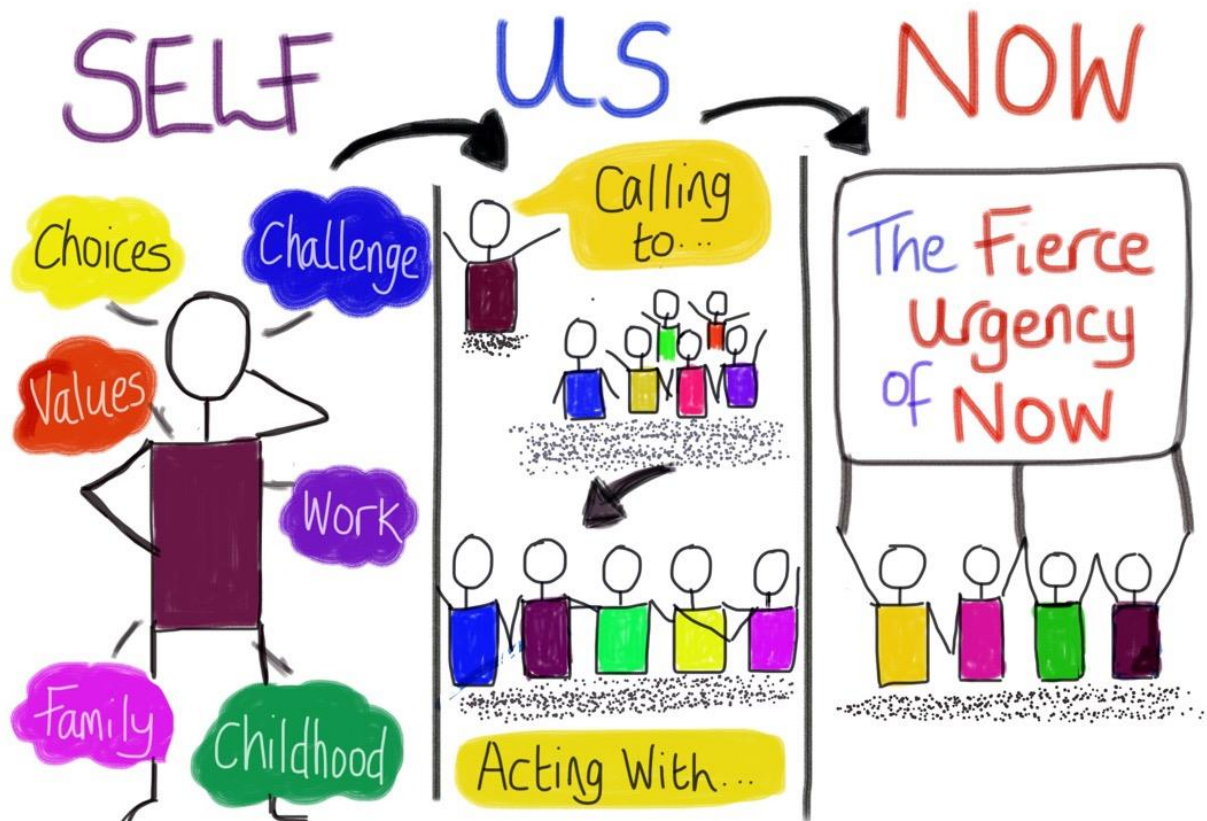
## Cecosesola Venezuelan Cooperativa



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©The Phillips Kay  
Partnership Ltd

# Marshall Ganz: public narrative



@HorizonsNHS



# Culture eats strategy

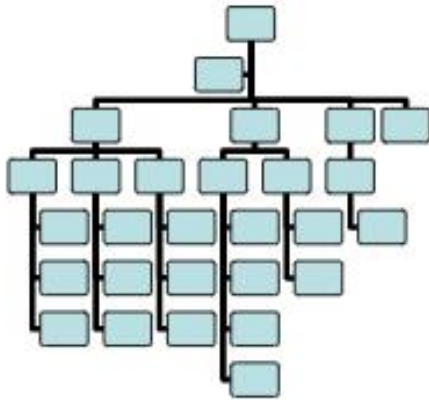




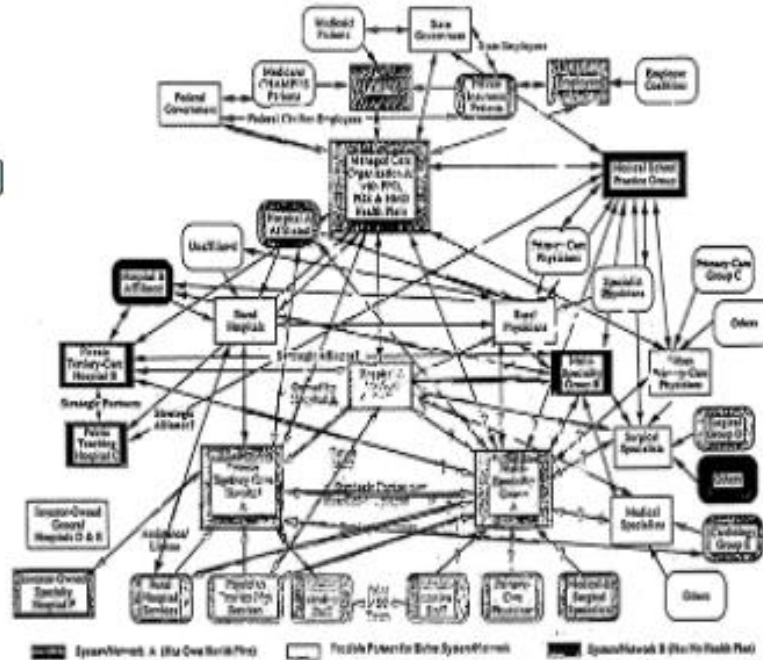
The process we use to get to the future is the future we get.



# How do systems work?



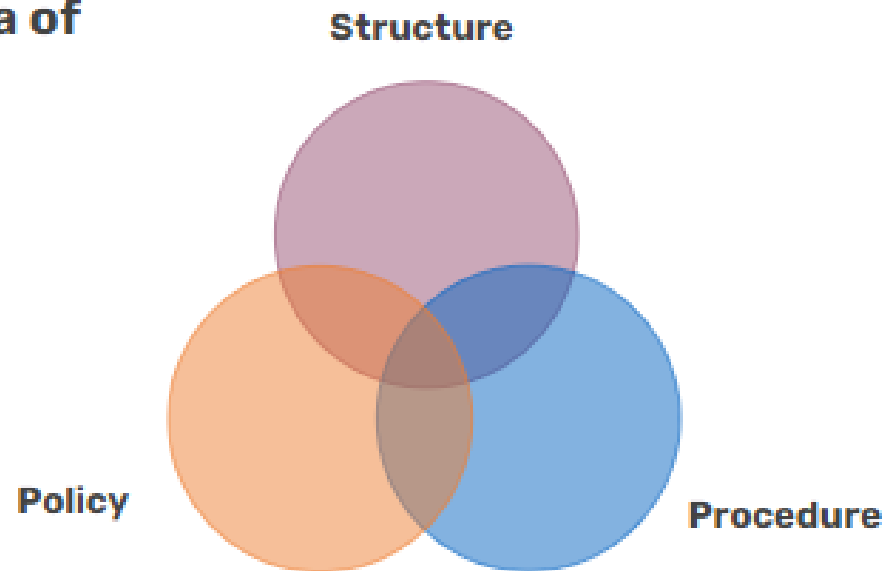
Building Regional Integrated Delivery Systems/Networks:  
A Heifetz Example of Collaborating and Competing Among Key Stakeholders



The Phillips Kay Partnership Limited  
[www.phillipskay.com](http://www.phillipskay.com)

In traditional change programmes, we tend to focus on the material forms of the system we seek to change. Reorganisation of structure, new policies, or the imposition of new procedures. This tends to produce unintended consequence of the wrong kind.

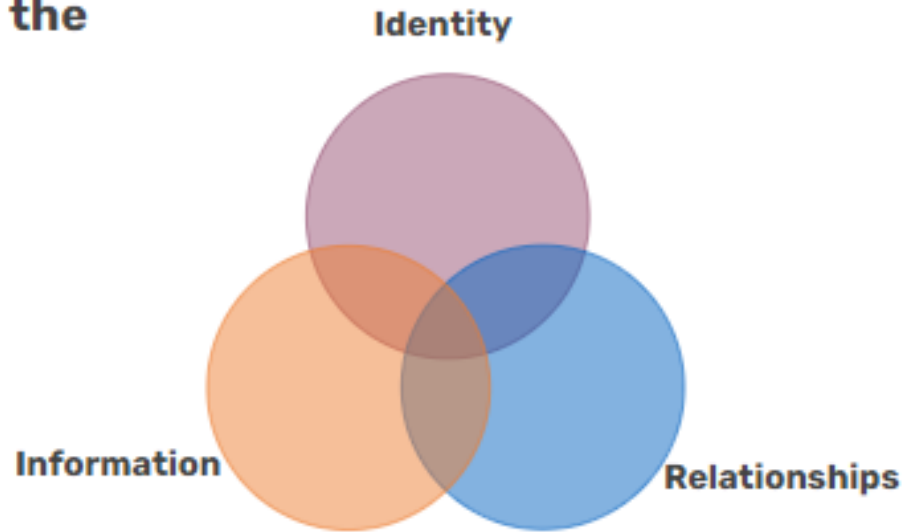
## The phenomena of organisation:



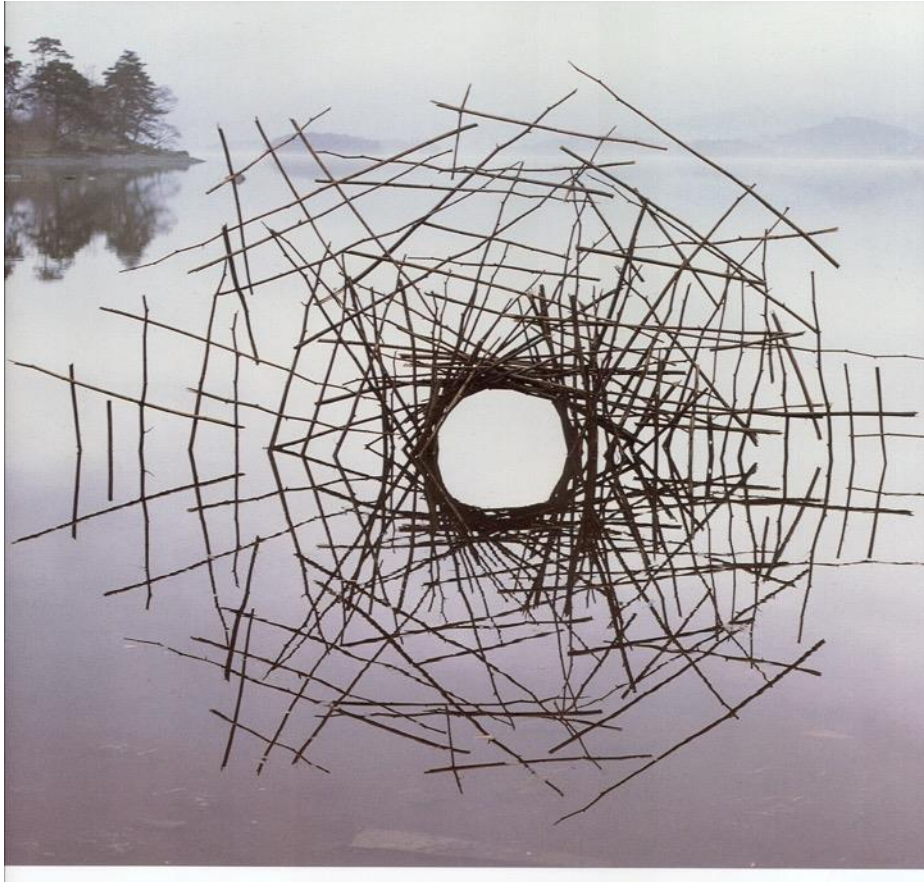


All structure is interpreted through Identity. We make sense of the world through who we are and what really matters to us. Our actions are congruent with this Identity. Transformative change is therefore a change in Identity. To truly achieve this change means changing the quality of our relationships, our access to information, and generating a shared sense of what is significant, what really matters.

**Emerge from the dynamics of organizing:**







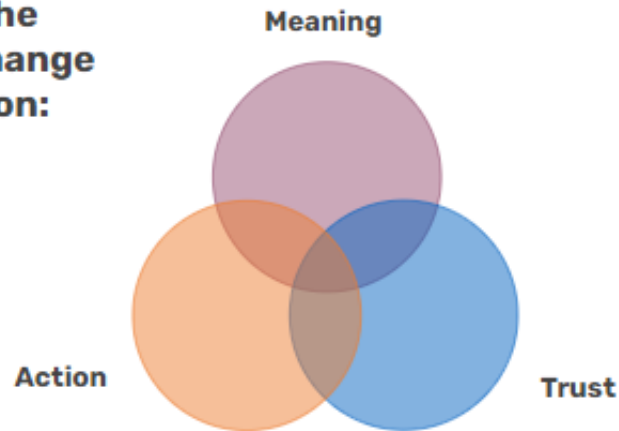
A living system  
preserves its  
identity

It will change in  
order to preserve it



With a shared identity, a sense of what matters and why, people can make sense of their world and take action that is congruent with the outcomes we desire. Trust emerges as people work together as peers in shared work.

**Which create the capacity for change and organization:**





A living system preserves its pattern of organisation...  
its network of relationships



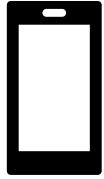
# Keynote listeners

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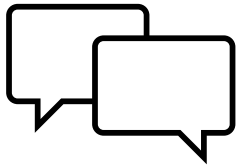
Tracey Thomas – Create Gloucestershire

Sally Byng – Barnwood Trust

# Thanks and a good ending



How are you leaving today?



Who have you appreciated connecting with today? Tell them!



# What next?

## We will send out a wrap-up of the day

- Lightning talk & open space session convenors, please share any notes you would like included with Jo Underwood within a week

Keep the conversation going – share, Tweet [@HCTGlos](https://twitter.com/HCTGlos)

We have recorded the lightning talks and will upload to our website

What do *you* want to happen next?