

Together, we will address inequality & empower **EVERYONE** to be active in a way that works for them

Maximising the potential of walking • Considering the impact on climate change • Addressing inequalities created by Covid-19

Enabling children & young people to have positive experiences of being active **THROUGHOUT THEIR CHILDHOOD**

Creating accessible, safe, & inclusive places & environments for physical activity

Maximising the potential of physical activity to improve physical and mental health

Working with people & communities who experience the greatest inequality

Creating a culture where everyone can be active & **MOVE MORE**

HOW?

GROWING OUR UNDERSTANDING OF PEOPLE AND COMMUNITIES
by working closely with lived experience and listening to resident voices

WORKING COLLABORATIVELY
across and between partners and sectors

SUPPORTING AND DEVELOPING PEOPLE
who can lead and influence others to move more

TARGETING AND ALIGNING INVESTMENT
to where it's most needed


ADVOCATING FOR AND INFLUENCING
policy and practice

FOCUS ON LEARNING AND ADAPTING,
understanding what works and applying it to our work



Our shared aims:

1. CREATING A CULTURE where everyone can be active and move more.
2. Enabling CHILDREN AND YOUNG PEOPLE to have positive experiences of being active throughout their childhood.
3. Working with PEOPLE AND COMMUNITIES who experience the GREATEST INEQUALITY.
4. Maximising the potential of physical activity to improve PHYSICAL AND MENTAL HEALTH.
5. Creating ACCESSIBLE, SAFE, and INCLUSIVE PLACES AND ENVIRONMENTS for physical activity.



In addition to the imbalances and inequalities of Covid-19, there are two themes that cross through all of the aims - the **POTENTIAL OF WALKING** in a way that's accessible to everyone and **OUR CARBON FOOTPRINT AND IMPACT ON THE ENVIRONMENT**. These considerations feed into almost all of our aims and actions.



Our united approach

This is a systems-based, collaborative approach with everyone leading and participating together. Partners and communities uniting around a shared vision and adopting shared outcomes so that we are aligned and working towards the same things. The power of our collective work is in the sum of the parts, including integrated health and care, voluntary and community organisations, young people services and education, wellbeing, sport, leisure, transport, housing, environment, community safety and planning, to name but a few.

At the heart of this united approach is people and communities 'owning' the change they're trying to create by being involved and feeling empowered. Everyone and every place is different, and it's important to understand and appreciate individual and local circumstances that influence people and communities to be active.

How we work to achieve this is key. We're learning that it will take a commitment to:

GROWING OUR INSIGHT AND UNDERSTANDING OF PEOPLE AND COMMUNITIES by working closely with lived experience and listening carefully to resident voices.

SUPPORTING AND DEVELOPING PEOPLE who can lead and influence others to move more.

WORKING COLLABORATIVELY across and between partners and sectors.

FOCUSING ON LEARNING AND ADAPTING, understanding what works as well as what doesn't and applying it to our work on an ongoing basis.

ADVOCATING FOR AND INFLUENCING policy and practice.

TARGETING AND ALIGNING INVESTMENT to where it's most needed.

We've already started our journey towards a united approach, and are already growing the movement. And while we're not starting from scratch, we do recognise that there are ways we can better come together and unite to encourage physical activity in Nottinghamshire and Derbyshire.



Active Partners Trust

Systems Leadership Workshops

Workshop 2: Thursday 25th April 2024, 1.00 pm – 3.00 pm

The fundamentals: getting to shared purpose and making your system work for you

Debbie Sorkin, National Director of Systems Leadership, the Leadership Centre

What we'll be covering this afternoon: (hopefully a fair amount of ground)

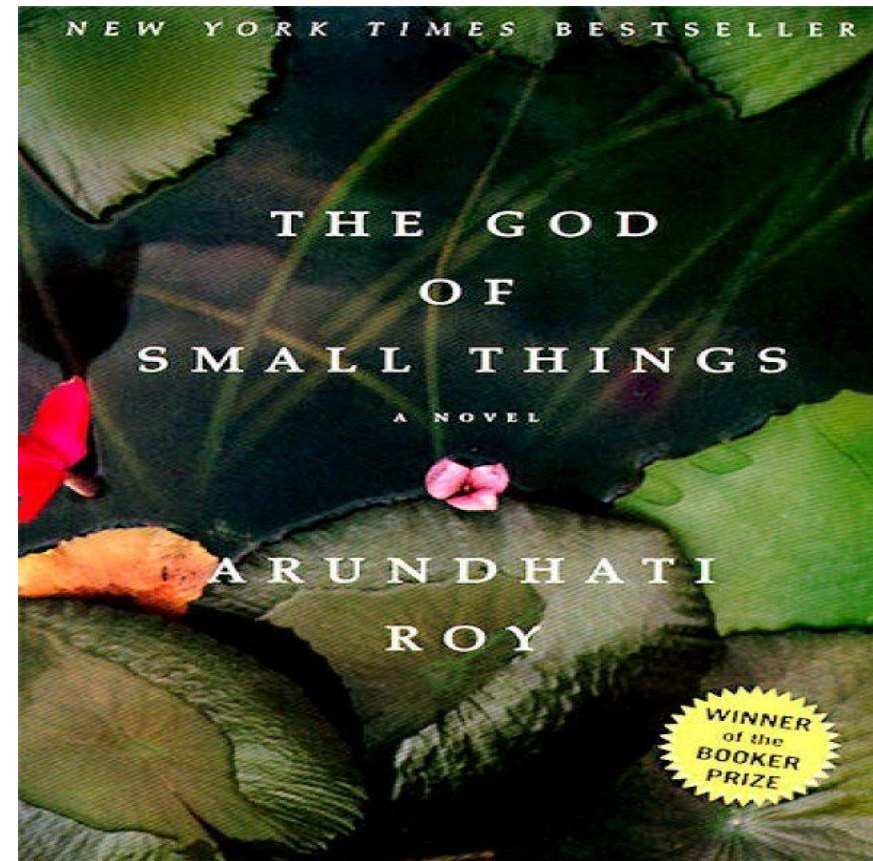


- Very brief recap on what we covered in Workshop 1: working in complexity: using systems leadership approaches; and why shared purpose matters so much
- Having a go at coming to a shared purpose, either in groups or co-coaching in pairs/threes
- Sharing what happened – how you found the process, and what you came up with. What questions do you have as a result?
- Getting practical and next steps: what experiments do you want to explore or try out, in pursuit of the shared purpose? Who do you want to influence? What indicators might you use?

Recap: what we covered in workshop 1



**Working in complexity –
what it means**



**Using systems leadership
approaches – and it is
about leaderSHIP**



**Shared purpose/
empathy mapping**

Always start with shared/common purpose



- Key ground rule for collaborative leadership
- What do we want to do? Why do we want to do it? What are the benefits going to be?
- Foundation and guide rope
- Allows you to keep the focus on your agenda rather than everyone else's, over the long haul
- Absolutely practical – experiments, stakeholders, narratives – who can we learn from? And ‘good enough’ is good enough

It doesn't need to be long. An example from a group supporting unpaid carers in Devon

What do we want to do?

We want to work towards increased recognition of carers, and prevention of harm to their health and wellbeing due to their caring role.

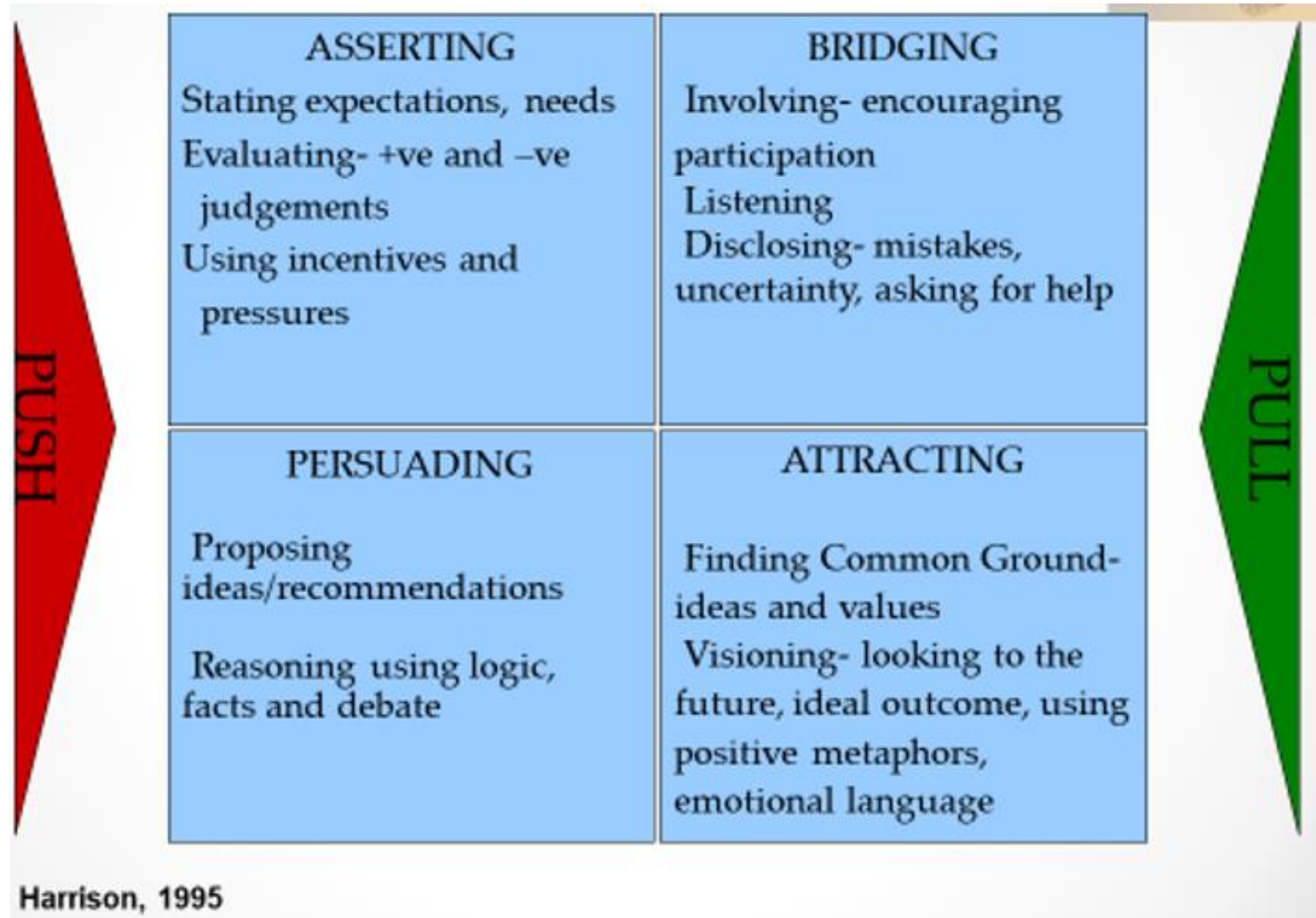
Why do we want to do it?

To assist carers in their role; to increase recognition of carers as such; to reduce the intervention required by the carer and/or their cared-for person on the healthcare system, by helping them access more social/non-medical care.

What are the benefits going to be?

Increased understanding of the issues carers face; carers and cared-for persons having healthier, happier lives; and reduced attendance within the acute healthcare system.

It's central to influencing when you don't have power, or need to work with many other people



For more on this, see: [The Art of Change Making \(leadershipcentre.org.uk\)](http://leadershipcentre.org.uk)

A way to get to shared purpose: Empathy Mapping

A great way to connect/connect with silos. What's it like for someone to be on the receiving end of us (as a system)?

What do they SEE?

What does their environment look like? What surrounds them?



What do they HEAR?

Where do they get their information from? Who/what influences them?

What do they THINK AND FEEL?

What matters to them (that they might not say publicly)? What's really important to them?

What do they DO AND EXPECT?

How do they work? What decisions do they come to? How do they support one another?

Task: in groups or pairs/threes



- Investing some time in getting to a 'good enough for now' shared purpose is time well spent.
- So, what might our shared purpose be, in relation to an aspect of our work?
- What do we want to do? Why do we want to do it? What are the benefits going to be?
- Try to keep to c 100 words.
- Notice what it feels like, as well as the outcomes. If it's easy, are you really thinking about it?
- **Be ready to feed back....**

The fundamentals: getting to shared purpose and making your system work for you

- 1. Tea/comfort break**
- 2. Please put your 'good enough' shared purpose on a slide or in the Chat**



Feedback: what did we come out with? How did it feel, as a process? What questions do we have?



Getting practical and next steps

Task: in groups or pairs



- Once you have your 'good enough' shared purpose, you can start to motor
- So: how are we going to start making this practical?
- What are the ways of working we might try out ('safe to fail experiments')?
- Who might our allies be? Who are the stakeholders we need to influence? Who else needs to be in the room?
- What indicators might be helpful? And what kinds of work/meetings *aren't* helpful?
- **Be ready to feed back....**

Individual reflection and thinking time



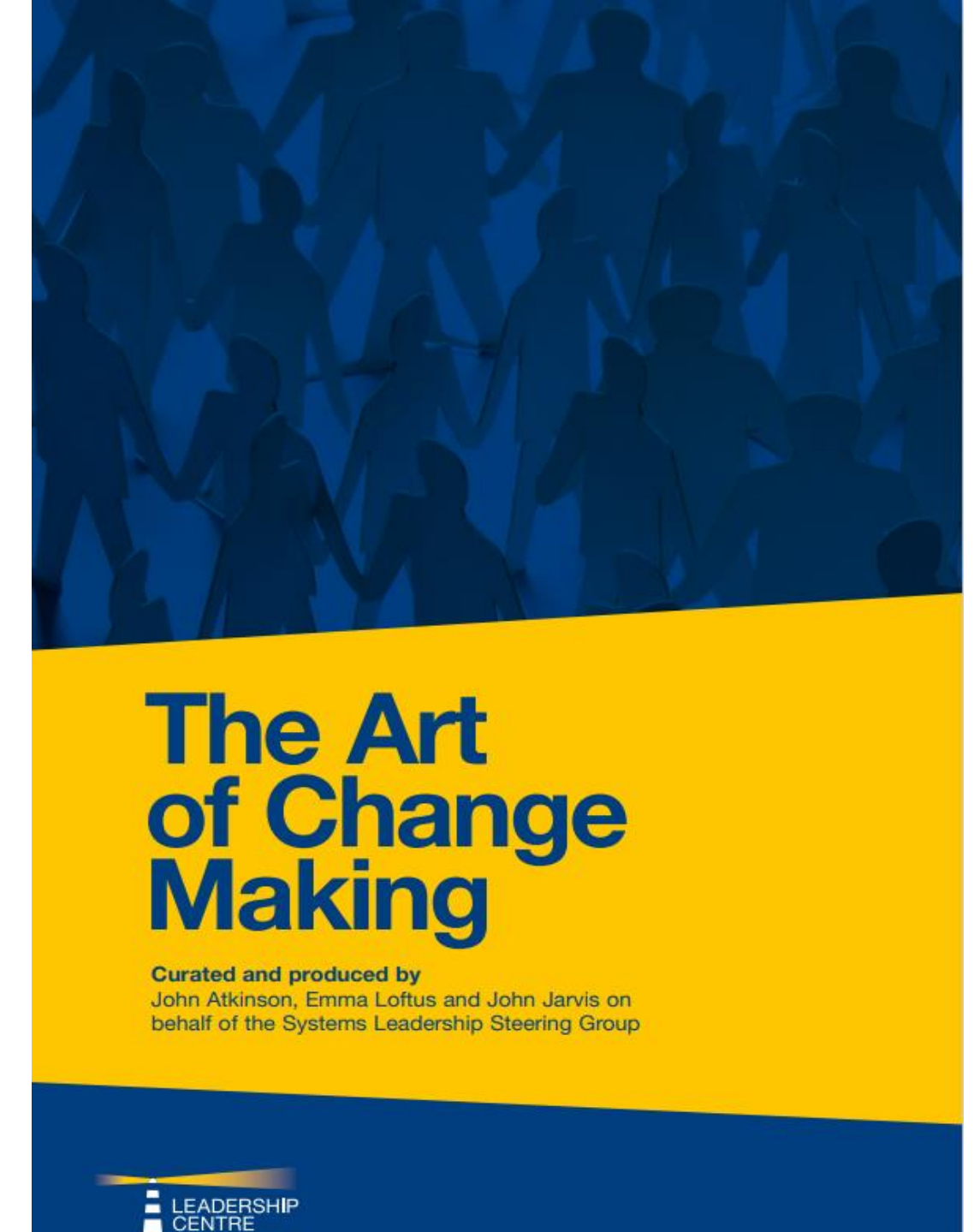
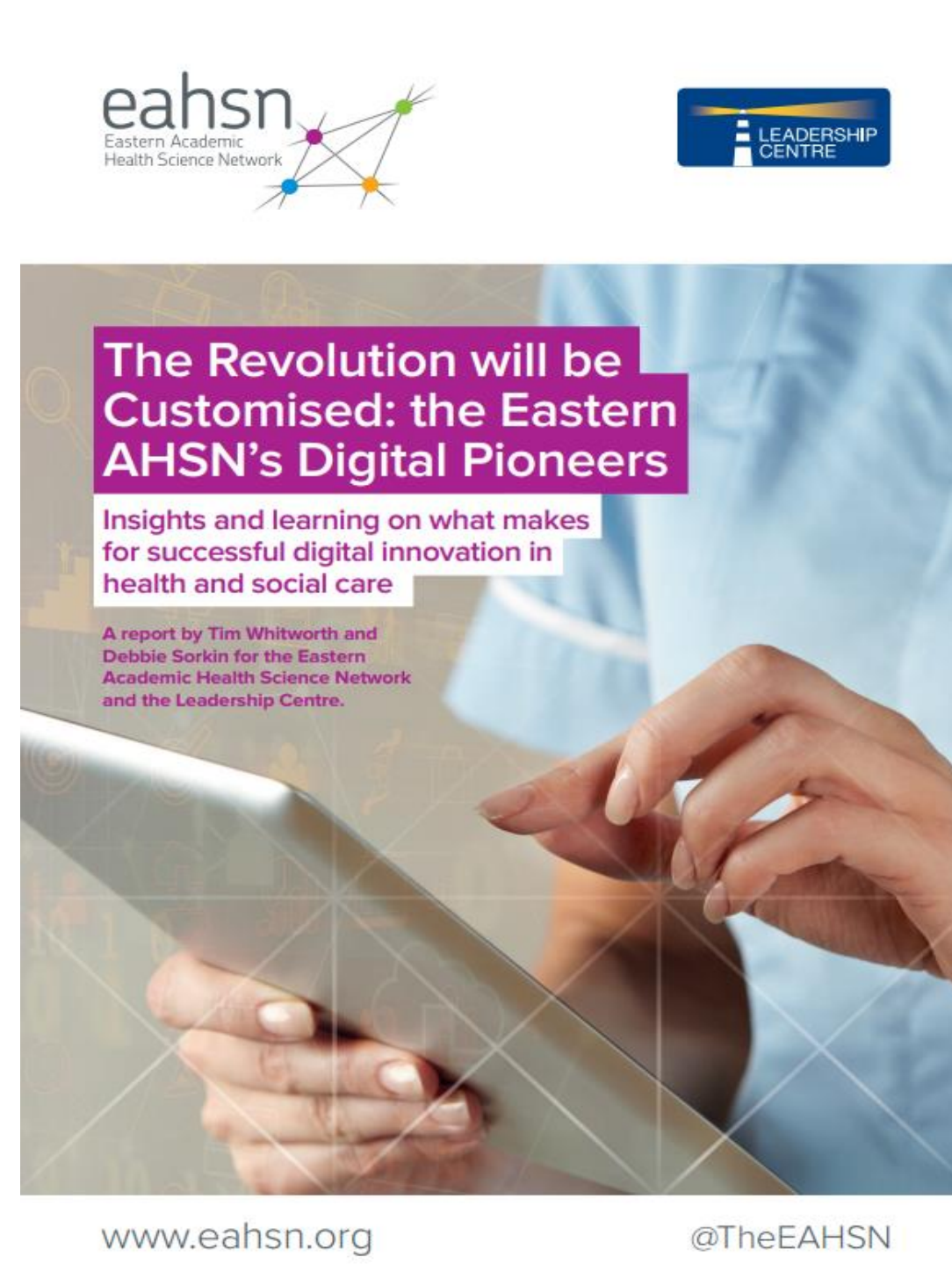
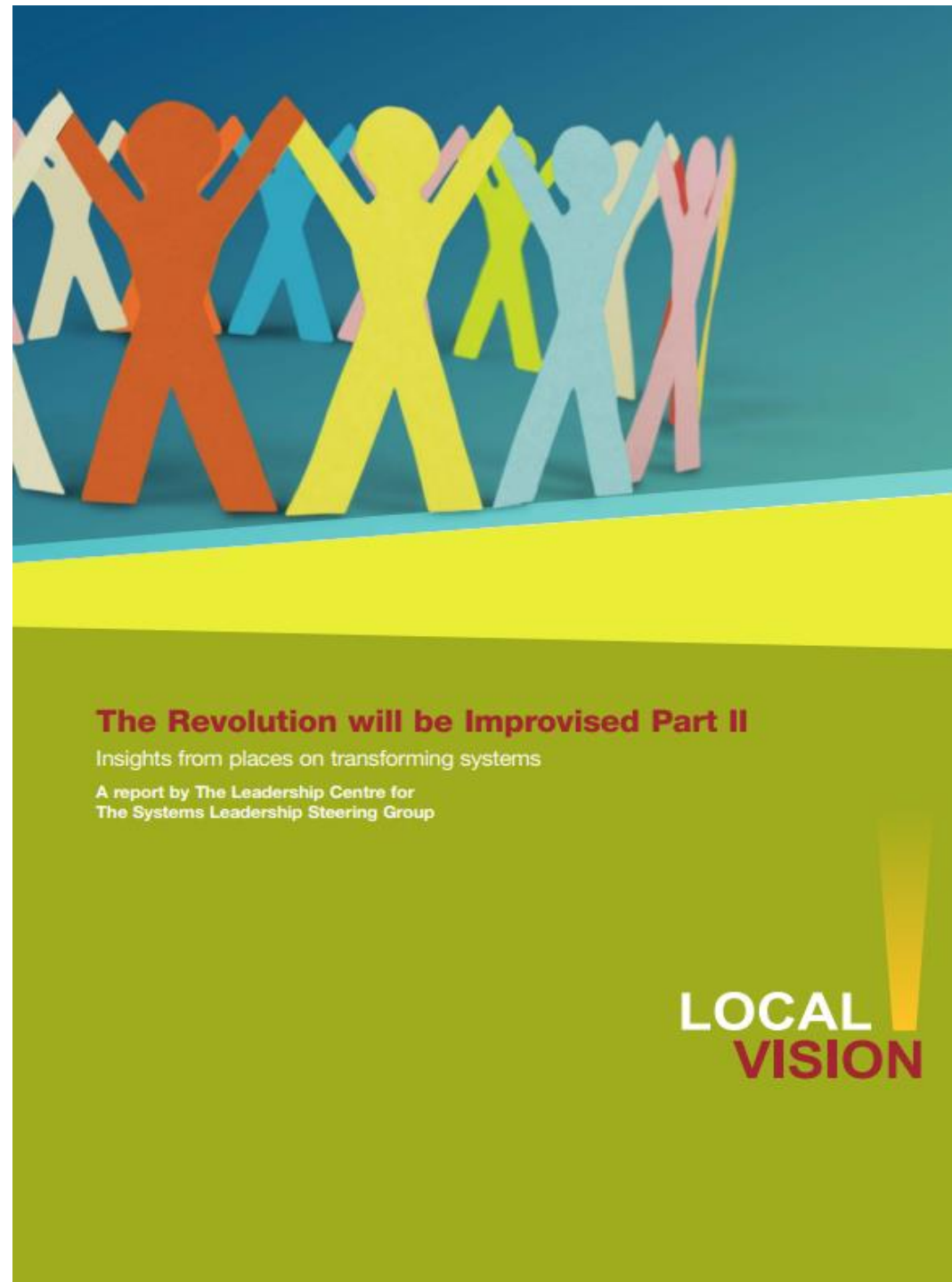
- What's particularly resonated with me from today?
- What have I learned?
- What am I going to do or try out?
- **One practical thing you're going to do.**
- **Please keep a note of your learning and commitments as you go along.**

Coming up...

- Being clear about what you want to do and how you might get there **22nd May**
- Understanding your landscape: the lie of the land **18th June**
- The power of influence (1) Empathy Mapping and Reframing **11th July**
- The power of influence (2) Public Narrative **17th September**
- Keeping change going: leading through uncertainty and developing resilience **17th October**



More case studies and lessons learned



All at www.leadershipcentre.org.uk



Active Partners Trust Systems Leadership Workshops

Workshop 2: The fundamentals: getting to shared purpose and making your system work for you

25th April 2024

Thank you.

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