

Taking Meaningful Risks

A one day learning event for leaders, managers and policy makers.
Glasgow, 30 Jan 2014

TAKING MEANINGFUL RISKS

30th Jan 2014, 9:30am–4:30pm

Scottish Youth Theatre
105 Brunswick Street
Glasgow
G1 1TF

TICKETS range from £58 to £110
depending on sector and are
available at:

www.meaningfulrisks.eventbrite.co.uk

SCHEDULE

9.00am – Registration & coffee

9.30am – Opening keynote
presentations by Nick Thorpe and
Simon Malzer

10.00am – A chance for delegates
to bring their experiences to the
conversation. Facilitated by Jo
Kennedy of Animate

10.30am – Workshop 1

11.30am – Coffee Break

11.50am – Workshop 2

1.00pm – Lunch

1.45pm – Plenary

2.00pm – Workshop 3

3.15pm – Small group discussions

3.45pm – Closing Plenary

4.30pm – End of conference

"Security is mostly a superstition. It does not exist in nature, nor do the children of men as a whole experience it. Avoiding danger is no safer in the long run than outright exposure. Life is either a daring adventure, or nothing."

Helen Keller

Without creative risk-taking there is no growth.

But how do we create space for it in a health-and-safety culture which sometimes seems to shackle us to the least exciting possibilities?

Bringing together best-practice examples from the voluntary, private, health, social care and education sectors – and with a keynote speech from author & adventurer Nick Thorpe – this one-day event will re-frame the duty we have to take risks . . .

- *Imagine if that dreaded risk assessment form felt less like a ball and chain than a climbing harness*
- *Learn proven techniques for transforming a workplace culture of blame into an empowering ethic of innovation*
- *Motivate and train your team to distinguish healthy risk-taking from the recklessness which caused the financial crash*
- *Connect with fellow trail-blazers who embrace both success and set-backs as opportunities to learn and adapt*
- *Re-awaken the natural innovation of childhood and extend vibrant learning ecosystems from classroom to boardroom*

With a range of interactive workshops, discussion spaces and practical tools from the trail-blazers, expect to be inspired and re-motivated to develop new blueprints for growth and learning in your organisation.

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www.animateconsulting.org.uk





WORKSHOPS AND BIOGRAPHIES

Workshops will run three times during the day, offering an opportunity for delegates to join a range of different conversations and processes. Our workshop leaders bring a range of experience from across voluntary, public and private sectors so expect to be challenged and encouraged by a variety of methods, viewpoints and stories.

Workshops will feature a maximum of 15 participants on a first-come first-served basis – just sign up on the day for the ones that interest you. Many will run more than once.

LEARNING TO INNOVATE

From Classroom to Boardroom

Professor Don Ledingham

As children we are natural innovators and risk-takers – yet education can often breed conformity. So how can we create the space to foster vibrant learning “ecosystems” in the classroom and life beyond? Drawing on decades of experience as a teacher, headteacher and director of education, and currently Director of Innovation at Drummond International, Professor Don Ledingham invites us to explore the features of organisations and leaders who have successfully created and sustained innovative environments for learning – whether in the classroom or the boardroom.

Professor Don Ledingham is Director of Innovation Leadership with Drummond International, and Honorary Professor of Innovation and Leadership at Queen Margaret University. He teaches and speaks on innovation and leadership topics around the world – most recently in Burma at the invitation of the shadow government of Aung San Suu Kyi. He was Executive

Director of Education and Social Work for East Lothian Council, and Director of Education and Children’s Services for Midlothian Council, as well as holding previous posts as teacher and headteacher. Don is a poet and played rugby against the New Zealand All Blacks. He lists his interests as poetry, people and ideas.

NAVIGATING CHANGE

Lessons from a Voyage to Easter Island

Nick Thorpe

The notion of risk was originally popularised by mariners – and there’s nothing quite like sailing a slowly sinking reed boat across the Pacific to bring organisational problems into urgent focus. Writer and broadcaster **Nick Thorpe** offers fascinating insights from his precarious 44-day voyage – and the turbulent history of Easter Island itself. A left field, right-brain, hands-on session with surprising applications to modern corporate life. Life jackets not included.

Nick Thorpe is an award winning writer and broadcaster with a particular fascination with meaningful risk-taking. After 20 years working for national newspapers and the BBC, he is in increasing demand as a speaker and workshop leader in schools, communities and the corporate world. www.nickthorpe.co.uk

NEGATIVE CAPABILITY IS COOL

The Leadership Offer

Joette Thomas & Diana Noel-Paton

The British 20th century psychoanalyst Wilfred Bion describes negative capability as ‘the ability to tolerate the pain and confusion of not knowing, rather than imposing ready-made or omnipotent certainties upon an ambiguous situation’. What does it mean for a leader to embrace ‘negative capability’? To ‘tolerate the pain and confusion of not knowing’, while earning the confidence and trust in those who are seeking a leader? Gone are the days when leaders needed to have the right answers; the leaders of today need to have the right questions. Come explore the potential to lead from a position of negative capability – and to hear from a leader who does.

Joette Thomas is a Lead Partner with Animate Consulting. Joette works regularly with Chief Officers in the voluntary sector. She delivers the Leading Edge programmes with the Social Enterprise Academy and ACOSVO.

Diana Noel-Paton is the Chief Officer of Thistle Foundation, which is an innovative Health and Social Care organization. Diana is currently the Chair of In Control Scotland and is involved in a national person-centred collaborative.

DARING TO ASK

Ideas for Courageous Conversations

Cathy Sharp

This workshop will introduce ideas for ways to have a more appreciative dialogue between staff and with the people that use services. It will draw on the ideas of appreciative inquiry and introduce participants to the use of some simple but effective tools to have different kinds of conversations. Drawing on recent experience of the use of these approaches in care homes and health and community settings, the workshop will explore how to facilitate conversations that alter how we think about risk and learning by sharing more of the emotional and unspoken elements of the work and discovering what works well as a basis for tackling further issues and difficulties.

Cathy Sharp is the founding director of Research for Real, an action research consultancy, based in Edinburgh. She says this felt like a big risk back in 2002, but over 11 years, she has built a strong reputation for high quality, thoughtful and practical research and consultancy work. Cathy works with a wide range of public and third sector organisations and communities that are interested in social justice and organisational change and has a strong interest in collaboration in all its forms. At other times, she's preoccupied with friends and family, food, and fiddle playing.

CHANGING BRAINS

Encouraging the Future Workforce to Take Meaningful Risks

Katie Banham

Delivered by chartered psychologist, Katie Banham, this session explores how teaching young people about the brain's plasticity builds their courage to take risks as they transition from school to work. Participants will learn about the 3 new Rs model for education: Resources, Relationships & Resilience and how it helps pupils bounce forward and experiment with new challenges.

Katie Banham is Chair of Occupational Psychologists in Scotland and brings 20 years of international experience in business and education, most recently in India, to preparing young people for the complex and global world of work. She runs Learning to Flourish which leads a range of consultancy in the schools and businesses.

LEADING A RISK ENABLING CULTURE IN HEALTH AND SOCIAL CARE ORGANISATIONS

Simon Malzer & Sheila Scott

A practical guide to what leaders need to do in order to enable social care organisations to help people who

use their services to lead real lives, full of aspirations and risk taking. Based on Simon Malzer's practical experience in real situations when he was Director of a couple of large Health and Social Care voluntary organisations and Sheila Scott's work leading Inclusion which is at the forefront of the In Control movement in learning disabilities.

Simon Malzer spent 25 years in the social care sector, working on systems change in services in learning disability, mental health and addictions. He has been in the vanguard of developing new models of support which promote independence of choice for service users and has worked extensively on cultural change issues as a manager within larger and smaller organisations and, during more recent years, as an organisational consultant.

Sheila Scott is the Director of Inclusion which is a living example of how one organisation can exist to provide individually tailored, creative, person centred services in a real way so that people who need support get a real life.

CHANGING YOUR ORGANISATION'S CULTURE

Enabling all Staff to be Innovators

Deborah Grant & Duncan Wallace

A pragmatic look at the lessons learned from a successful culture change initiative Indigo Childcare in Castlemilk, Glasgow has been engaged in over the past few years. Deborah Grant, CEO of Indigo, will talk about the change journey and the business benefits they are now experiencing as a result. The workshop will be co-facilitated by Duncan Wallace of Animate who consulted to the process.

Deborah Grant is a classical entrepreneur who brings business thinking into the health and social care field. She has enabled Indigo Childcare to transition from providing traditional out of school and nursery care towards a social enterprise model that can offer more for parents and children in the local area.

DEVELOPING THE EMOTIONAL RESILIENCE TO TAKE RISKS

Dr Ewan Kelly & Jo Kennedy

Risk taking is a scary business particularly in organisations where it is not encouraged. Our work brings us into contact with many people who have suffered from sticking their neck out. This workshop will examine how our values and beliefs can give us the inner strength to take risks and to recover if it doesn't go well.

Dr Ewan Kelly is Programme Director for Healthcare Chaplaincy and Spiritual Care with NHS Education for

Scotland. Ewan is involved in co-creating a number of person-centred national programmes where dealing with complexity is a key facet.

Jo Kennedy is a Lead Partner with Animate Consulting. She was one of the founders of the Scottish Human Services, and is an advisor to the Board of the Scottish Community Development Centre. Jo is currently delivering a new cross-sector leadership programme aimed at promoting collaborative services within Lothian.

DO THE RIGHT THING

Creating a nurturing sub-culture in a global multinational

Jim Gemmell

Very few people harbour ambitions from an early age to spend their working lives as part of the corporate world! How can we reconcile a company's drive to deliver shareholder value through reduced costs and higher profits with our own individual needs to grow, learn and develop, and to feel that we are part of something that creates value? What risks are involved in challenging a corporate culture and living to tell the tale? Jim Gemmell will share his experiences on how creating a corporate sub-culture where encouraging people to 'do the right thing' can deliver success for the individual, for the team, for the company and for the customer.

Jim Gemmell is a Client Delivery Director with BT Plc, responsible for the management and delivery of multi-million pound IT outsource contracts to some of BT's biggest customers. In a 22 year career Jim has held a number of roles, from an operator in Directory Enquiries to Global Training Manager in BT's joint venture with AT & T. Outside of work Jim is committed to supporting his local community in creating a vibrant and inclusive neighbourhood through his role as Chair of the School Parent Council and his involvement in youth sport, as coach at a local badminton club

IMMUNITY MAPPING

A tool for analysing change initiatives.

Ian McKenzie & Duncan Wallace

This workshop will introduce participants to Immunity Mapping; a practical tool that can help organisations to discover and explore their 'resistance to change' behaviours. The tool will enable you to dig deeper into hidden assumptions, forces and factors that may be undermining your change strategy. You will develop your own immunity map and take away knowledge of how to use the tool in your organisation.

Ian McKenzie and Duncan Wallace make up the complement of Lead Partners of Animate. They have been engaged in developing organisations and enabling cultural change for many years. Duncan has a background in the homelessness sector and Ian in community development and participatory research. Both do a lot of work with voluntary boards.

Organised by Animate Consulting
with Nick Thorpe and Simon Malzer

www.animateconsulting.org.uk

www.simonmalzer.co.uk

www.nickthorpe.co.uk

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