

Leadership as Experts by Experience: a knowledge café project

Presentation by Don Jones and Sheena Morgan from the Hub group of experts by experience in social work, and Tillie Curran, senior lecturer in social work

with earlier work by Enid Smith, Hub, Ruth Sayers, McPin and Barry Percy-Smith, Hull University

Aims

- Share our knowledge café approach used for 3 day EbE continuing professional development course
- Share our 3 dimensions of leadership practice
- Reflections and what next – going international?

European Conference & Social Services Expo 2015
VE2015

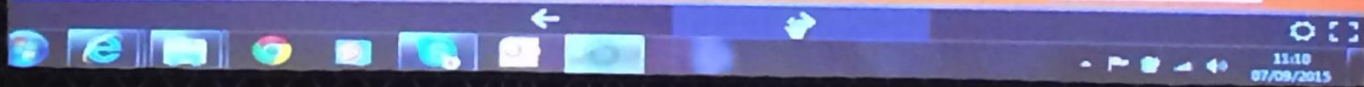
Angela Constance
Cabinet Secretary for Education and Lifelong Learning,
Scotland



Experts by Experience - Key note from Who Cares? Young People

- Stable, loving, long-term relationship?
- Own the Care ID?
- Challenge discrimination?
- Work with us to make more people care?

Prezi



EI
CIC

Leadership as Experts by Experience in Professional Education

IFSW European Conference 2015

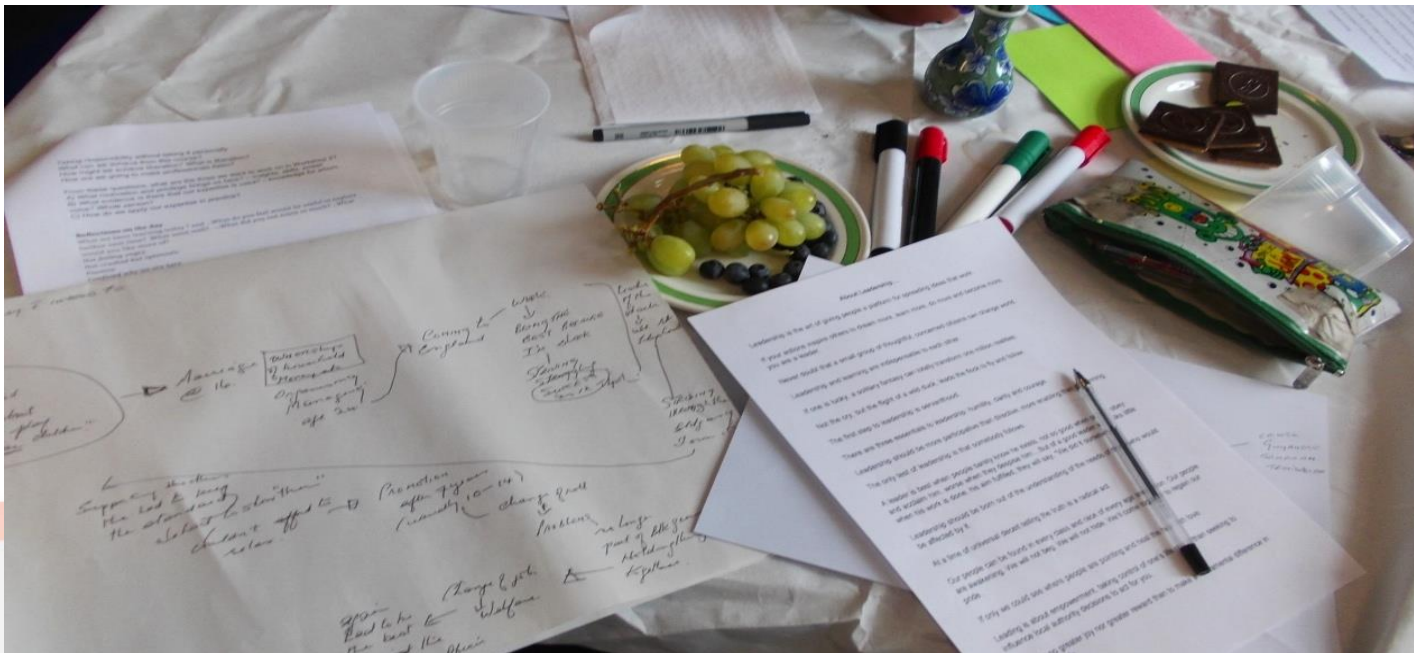
Workshop facilitators: Sheena Morgan and Don Jones, HUB Group, Dr Tillie Curran, Senior Lecturer in Social Work, UWE

Team: Enid Smith, Hub Group; Ruth Sayers, Public Involvement in Research Co-ordinator, The McPin Foundation; Professor Barry Percy-Smith, University of Huddersfield



A Knowledge Café Process

Please imagine you are in a café – imagine coffee, grapes, flowers -



Café Process

- Conversation that begins with your experience
- Generating inquiry questions
- Questions that matter
- Deepening the Inquiry with one question
- Harvesting the knowledge emerging



Conversation that begins with your experience

Photo voice:

Pick an image from the screen or think of an image or object that says something to you about your experience of leadership practice

Introduce yourself to a person you don't know and discuss why you picked that picture - what does it say about your experience?



Generating inquiry questions

From your conversations, compose a question that you would like us to explore together today



EbE Leadership Practice @uwe - presented at Prague and published paper

Three dimensions

- Love into action
- Networking together and across organisations
- Two way listening and impact for positive change

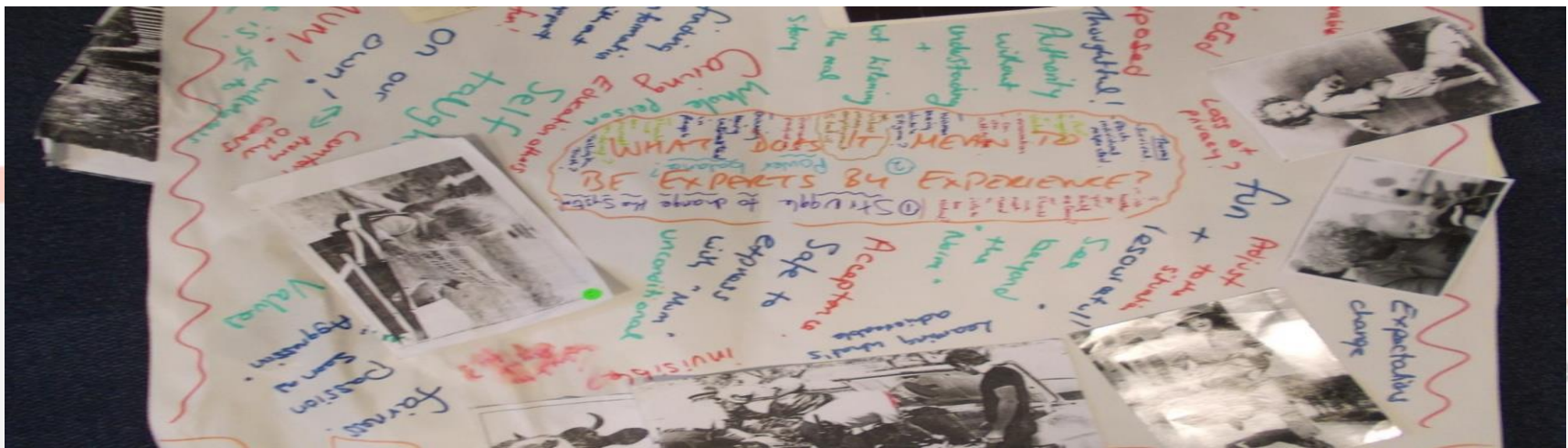
Love into action

Love is a big part of our story and journey

Addressing causes – how did we get to this situation

See with fresh pair of eyes, see the impact, is it meaningful?

See the link with love and distress – it is not 'challenging behaviour'!



Leadership and social work

Contemporary models reject the top down 'leader' and recognize aesthetic, distributed, and complexity leadership practices

Professional Leadership in Social Work – UK

*“Take responsibility for the professional learning and development of others through supervision, mentoring, assessing, research, teaching leadership and management. ... Learning may be facilitated with a wide range of people including social work colleagues, **service users and carers**, volunteers, foster carers, and other professionals”*

(Domain 9 Professional Capabilities Framework, The College of Social Work 2010).





Reflections and Next Steps - Our New Worlds in Next 10, 20 .. Years

Post Welfare? New Normal? Yesterday's world?

Our thoughts:

- *Power – the only power you have is when you have the ability to form a decent empathic relationship to work with me*
- *It's the first time I've heard professional presenters talking about **love in relationships and support***
- *If you are not doing what your values are about, do not do it – solidarity and self integrity – so if it does not feel right - change it and, if not alone, then with others*
- *The impact of conflict – aggressive language*
- *The impact of TTI – done to, no redress, money and suing*
- *I talk if I think it is going to facilitate understanding*

HUB Group 2015

- Are we preparing students to be in a parent role to children who are in care ? That surrogate parent role will be expected of them and it is not about just tasks and independence but bonds and love. Can we ensure young people have what they need to tell their own story 'IN MY OWN WORDS'?

Going International?

Social work film Joe Duffy, Belfast with Spain and Slovakia
– how do you know if a social worker is listening to you?

Iceland conference?

References – leadership as experts by experience

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