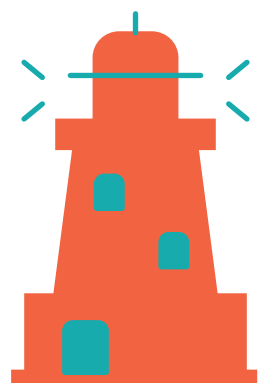
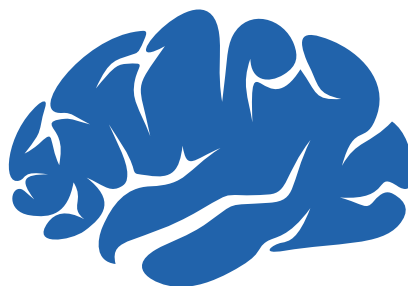
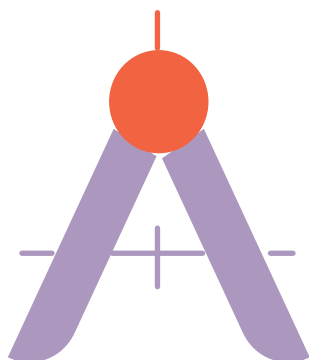


FAIRER HEALTH FOR ALL LEADERSHIP GALLERY OF IDEAS OPENING THE ARCHIVE

The Fairer Health for All Leadership Gallery of Ideas was held on 9th October 2024 to continue the conversation and exploration of ‘what’ leadership will help to enhance health equity across Greater Manchester and ‘how’ we can develop it. An archive installation was central to the gallery. Attendees were asked to consider the question ‘What would you archive to help us live these ideas in reality?’ and then go through the experience of throwing their response in the ‘central archive’. The idea is that what we throw in the archive will help us understand what we need to navigate in practice.

This is a summary of what we found in the archive boxes (typed as written).

- Time? (We found a timer!)
- Surveillance? (We found an image of an eye peeping out of the box)



ARCHIVE: LACK OF CLARITY

- Lack of clarity
- Not being clear and honest about causes in favour of addressing the systems

ARCHIVE: DIVISIVE LANGUAGE AND BEHAVIOUR

- Using 'lived experience' as another way to define and divide
- Wearing a lanyard in a community club or support group
- Classism and other 'isms'
- Jargon
- Bin the word 'system'
- The word leadership
- Destroy the challenges that block co-production – tokenism, harvesting, virtue signalling and lip service
- Criteria for access
- Get rid of the 'white is right' mentality and employ people from diverse backgrounds who have much to bring to new innovative leadership approaches that are more inclusive and culturally responsive

ARCHIVE: SEEING PEOPLE AS A PROBLEM AND 'DOING TO'

- Treating people as a problem to be fixed
- Doing to communities
- Focusing on what communities can't do
- Making assumptions about communities
- Co-production when it isn't
- Negativity
- Lack of connection
- Not teaching leaders about people and behaviour

ARCHIVE: HIERARCHICAL CONTROL

- Hierarchical gatekeeping
- Hidden/shadow power
- Wealth stuck at the top of the system (and not where it should be)
- "Grip and control"

ARCHIVE: PROCESS THAT SLOWS PROGRESS

- Beurocracy
- Old routines and ways of doing things
- Pointless procedures
- Finance first decision making
- Delays to making decisions
- 1 million procurement hoops to jump!!
- Computer says no
- 'Fit for the future' type exercises
- STAR process
- Meaningless consultations

ARCHIVE: LINEAR THINKING

- How to we break our existing (cause and effect) success behaviours?
- Archive linear thinking for activities, projects and programmes
- Collective action is not linear
- Leadership programmes that don't consider wider organisational culture and conditions (I am guilty of this and trying to change)

ARCHIVE: HIERARCHICAL POWER BASE

- Hierarchical gatekeeping
- Hidden/shadow power
- Wealth stuck at the top of the system (and not where it should be)
- "Grip and control"
- Not having space for difficult conversations
- Swap with Learning Hubs to co-create and move as me

