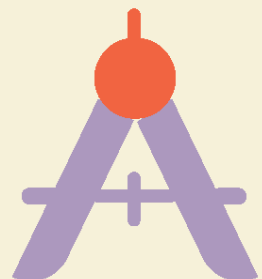
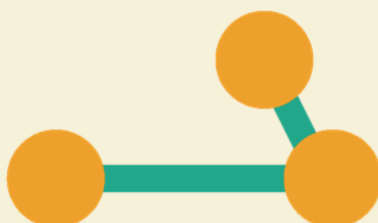
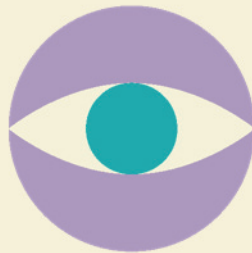
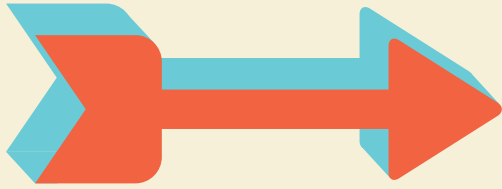




GALLERY OF IDEAS

POWERFUL PROMPTS





THE TIME IS NOW

It is how we work with and within today's challenge that offers insights for leadership.



A NEW ERA

What worked in the past, is not necessarily right for now.



A NEW POWER

Pay attention to power. Share and shift power to community.



BEYOND CERTAINTY

It takes practice to navigate an era beyond the certainties we are used to.



IF NOT NOW, WHEN?

We will never be fully ready. We can act now.



WHAT IS STOPPING US?

To ignore action necessary to address inequalities is an expression of privilege.



IF NOT YOU, WHO?

The hard work we do today will lay the foundations for future generations.



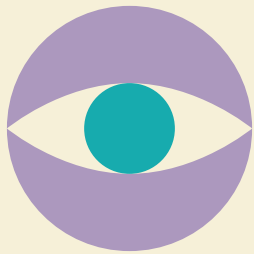
IF NOT IN CHALLENGE, WHY?

Working through challenge is a way to understand the current moment better.



WE CAN HOLD HOPE

In moments of real challenge, it takes hope to help change happen.



WAYS OF SEEING SEE BEYOND WHAT YOU UNDERSTAND

Our worldviews shape what is visible to us and possible for us (and others).



LOOK OUT, IN AND IN-BETWEEN

To see, hear and feel what is happening attention is required in many directions.



LEARN FROM THE EDGE

It is from lived experience and community wisdom that solutions to prevailing challenges lie.



DEEP LISTENING

Listen to seldom heard voices to prevent actions that unintentionally worsen inequalities.



SEEK DATA TO HELP YOU SEE

We can learn to pay attention to stories, numbers, patterns, and what is present, absent or emerging to expand how we see.



LEARN WITH, NOT FOR, COMMUNITIES

Learn with (rather than for) communities from the perspective of diversity and lived experience.



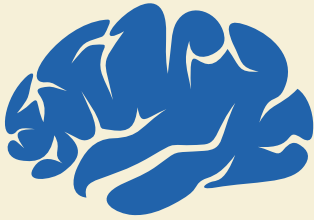
LEARN ABOUT LEADERSHIP FROM LIVED EXPERIENCE OF INEQUALITY

We can learn about leadership from the perspective of lived experience of a specific inequality.



A 'FAIR EXCHANGE'

Value community contributions and ideas through a Fair Exchange.



WAYS OF THINKING

THINKING IS THE WORK TOO

Changing the way we think can both change our experiences of the system and the system itself.



THINKING IS THE INNOVATIVE PRACTICE

Creating space to think deeply and differently is part of the work.



INEQUALITIES INTEGRATED THINKING

We can integrate inequalities into all thinking and 'house it' in lots of different conversations.



INEQUALITIES FOCUS

We can prioritise work in inequalities despite financial and competing challenges.



FROM SCARCITY TO ABUNDANCE THINKING

There is leadership everywhere in our communities.



ART OF THE POSSIBLE THINKING

We can focus on what is possible despite the barriers. Constraint can be a driver of creativity.



POWER OF DIFFERENCE THINKING

We can make more progress if we come together from the point and power of difference.



SMALL TESTS - BELOW RADAR WORK

Ask for forgiveness not for permission. Finding ways to get moving, test and learn from ideas.



DECISION POINTS ARE TURNING POINTS

Decision points are opportunities that either take us towards or away from the goal.



DECISIONS MADE BY THOSE IMPACTED BY THEM

Freedom to make decisions can be distributed to those most impacted by the decision.



WAYS OF FEELING **LET'S NOT FORGET WE** **ARE HUMAN**

This is the moment to break with industrial legacy and speak to our humanity.



PATHBREAKING CAN BE BREAKING

If you are doing things differently, the work is often on hearts and minds, without authority or funding.



THE GRIEF IN GROWTH

To support letting go of existing practices we can welcome and work through grief.



MAKE THE INVISIBLE WORK VISIBLE

To change 'out there', we must change the systems of awareness, perspective, understanding, thinking and feeling within us.



IF IT'S KNOWN, IT'S NOT NEW

Uncertainty is an indicator we are approaching new ways of working.



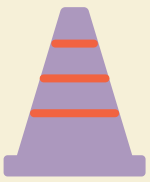
SELF-CARE IS ESSENTIAL

Self-care and compassion can be positioned as a professional component of leadership.



WAYS OF FEELING SAFETY BARRIERS

Barriers can be viewed in terms of protection behaviours (e.g. protecting territory or identify).



RECOGNISE WHAT MAKES US FEEL SAFE MIGHT BE KEEPING US STILL

What once kept a particular person or group safe can limit our growth (individually or collectively)



UNLEARNING

We should not assume an existing level of awareness of the pillars holding inequality in place.



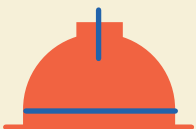
GO WITH RISK

Build repetitive exposure to vulnerability, discomfort and risk within fail safe limits



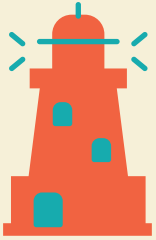
TENSION IS TELLING US SOMETHING

Tension is a natural part healthy systems and part of the process of moving forward.



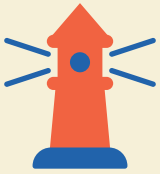
THE NEXT RIGHT STEP

Focus on purpose and the small things we can do to move in the right direction.



WAYS OF RELATING ISLANDS OF LEADERSHIP

We can think of 'islands' of leadership as the go to places or people we automatically connect to.



'LEADERSHIP'

Although the ability to demonstrate leadership sits with us all, we don't relate with the term equally, if at all.



MANY FORMS

Leadership takes many forms and does not always come with a title. Look for it and you find it everywhere, every day.



THE MANY, NOT THE FEW

How do we support the many not just the few to show leadership in their communities?



GATEKEEPERS

We can broaden who we connect to within communities and not create gatekeepers that often filter voices in unhelpful ways.



GATE OPENERS

There are ways to connect people that don't stop people feeling able to act individually as well as collectively.



BE IN RELATIONSHIP

Go to communities and meet people where they are (not where you are).



RELATIONSHIPS ARE THE WAY

Building trust and relationships via consistent conversation and a focus on connection is the way forward.



TRUST WORKS BOTH WAYS

Communities don't always feel trusted or trust when they are the ones taking the risk.



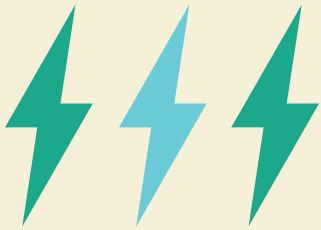
POWER FOR RELATIONSHIPS

Acknowledge and redress power imbalances to move towards a more equal power base.



RELATIONSHIPS ROOTED IN PLACE (OFTEN CALLED 'ANCHORS')

Organisations and people rooted in place can build capacity, speed up delivery, demonstrate trust.



WAYS OF RELATING REWRITE POWER

We need to spend time making power more visible and having conversations that allow us address the power imbalances that stop us moving forward.



ALL DESIGN IS POWER FROZEN

Any design both shapes and is shaped by prevailing social norms and power structures.



MAKE POWER VISIBLE

We can intentionally grow awareness of where power sits (who has access to it and who does not).



SEEING ME IN POWER

We heard 'I don't often see people like me in positions of power'.



GIVE POWER TO COMMUNITY

Give power to communities and build approaches that create the conditions to grow power.



POWER INFLUENCES CONNECTIVITY

Some areas of the system are reluctant to give up power and other areas are reluctant to step into power.



WHERE IS THE POWER?

Sometimes people with perceived power don't feel they have the power to make the changes needed either.



SEE POWER TO USE POWER

To realise our power, we must see where we have it.



POWER COMES IN MANY FORMS

Funding, space, ideas, knowledge and numbers are some sources.



POWER LEGACY

We can grow awareness of the historical and prevailing legacy of power.



REDRESS THE BALANCE

We can actively make choices to redress the imbalance of power and let power flow.



SHIFTING THE DYNAMICS

We heard the recognition of a move away from paternalistic relationships to ones where people are equals.



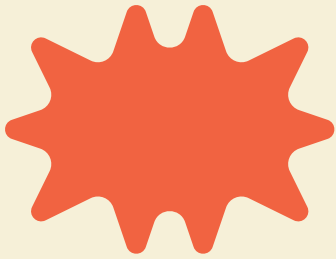
POWER & RESOURCE SHARING

Generosity with everything - time, power, knowledge, connections and resource sharing.



LET POWER FLOW

We need to let go, learn to lead without ego and let power flow



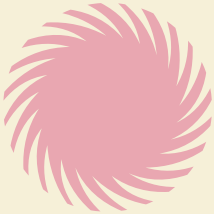
WAYS OF RELATING WORDS SHAPE WHAT IS POSSIBLE

We need to pay attention to ours and others' words as they are often the key to us moving forward together in ways that we can all get onboard with.



WORDS ARE BUILDING BLOCKS

Words are the building blocks to recognise current realities and shape the future.



DIFFERENT WORDS BUILD DIFFERENT BRIDGES

What we understand by the words used varies based on our identity and lived experience.



BROADEN DESCRIPTIONS OF DEVELOPMENT TO BROADEN ACCESS

There is a temptation to strive for uniformity to describe leadership and development and we actually need difference.



CREATE A SHARED LANGUAGE

The same thing can be called many different names and it can be helpful to intentionally develop a shared language.



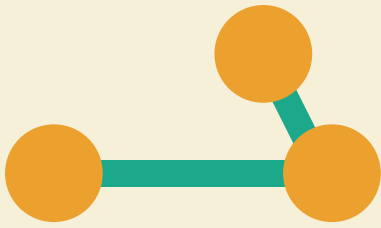
'LEADERSHIP'

This is not a word that many people in community use for what they are doing.



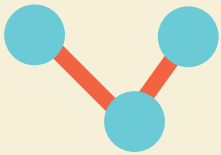
BE GOOD STORYTELLERS

To build a shared understanding of inequalities and who faces them we need language to speak to the many not the few



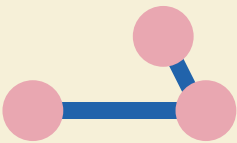
WAYS OF RELATING CONNECTING THE SYSTEM TO ITSELF

Finding ways for complex systems to connect and therefore further understand itself and the different parts that make it up, helps us to have a richer picture.



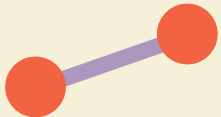
CONNECT COMPLEX ISSUES

For valid reasons (clarity, funding, remit), scope can lead to a focus on one main issue. There is a need to keep connecting intersecting and interacting issues.



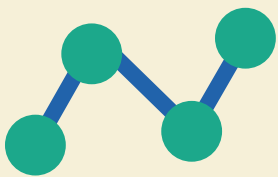
AN APPETITE FOR CONNECTIVITY

In some areas there is an appetite for connectivity to come together to around leadership development.



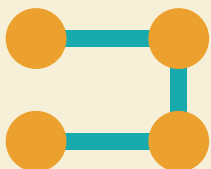
AVOID CATEGORISATION

People are often put in categories and boxes, and this gets in the way



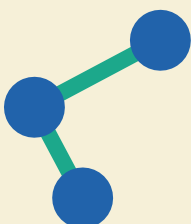
HARD TO REACH (NOT)

People and groups are not hard to reach they are not being reached in the right way



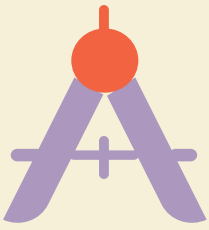
VIBRANT INFRASTRUCTURE TO BROADEN PARTICIPATION

Create opportunities to broaden participation codesigned with those we want to participate.



ADVOCATES FOR CHANGE WITH NO DIRECT AUTHORITY

Bring partners together, create a brave space to bounce ideas together and take them forward.



THE HOW **SIMPLE RULES OF DESIGN**

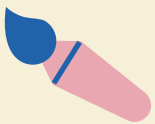
Beneath the diversity in descriptions needed to broaden access into development, there is value in collectively exploring and creating simple rules for design.

The mantra we heard was: ‘Not another programme. We have lots already’. How can we develop leadership differently? We heard the following principles for collective design:



DO WITH US, NOT TO US

Co-design from multiple perspectives and particularly with those experiencing development and impacted by the change



DO NOT DEVELOP IN ISOLATION

Bring the system, locality and community together in learning.



DO CENTRE LIVED EXPERIENCE OF INEQUALITY

This is not an add on. This is a first step and a core continuing conversation.



DO CREATE A ‘FAIR EXCHANGE’ FOR CITIZEN CONTRIBUTION

Ask first, value participation in ways described and consider the symbolism for power.



DO DESIGN FOR POWER TO FLOW

Make power explicit and intentional. Ask 'where is the power?' Then design for power to flow to.



DO CREATE SPACE

To think, connect, share, build, explore, learn and test.



DO NOT FORGET WE ARE HUMAN

Design for the full spectrum of human experience – from joy to pain.



DO REAL AND RELEVANT

Develop in, around or emerging from real work wherever it happens.



DO BITESIZE

Small and manageable, with choice, accessible by all.



DO TARGET

Avoid one size fits all. Don't be afraid to target specific development to drive change.



DO DESIGN WITHOUT ENDPOINTS

Enable, support, resource.



DO DESCRIBE DEVELOPMENT DIFFERENTLY

There will not be one way to describe development that speaks to all. Embrace diversity in description to broaden access.

Get in touch

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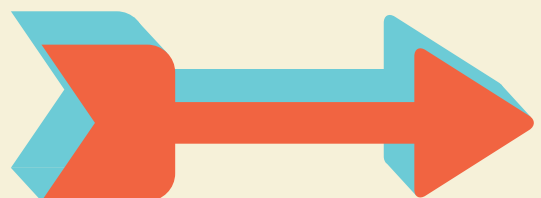
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**THE TIME
IS NOW**