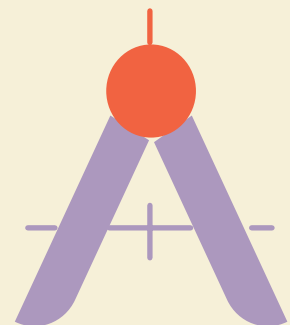
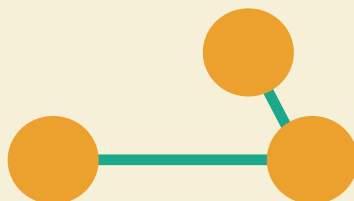
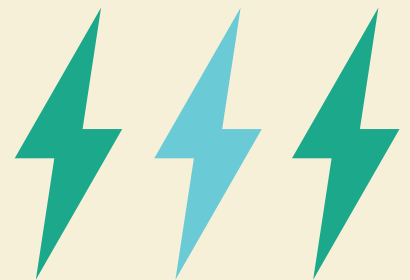
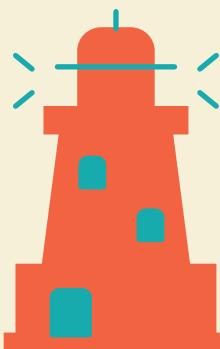
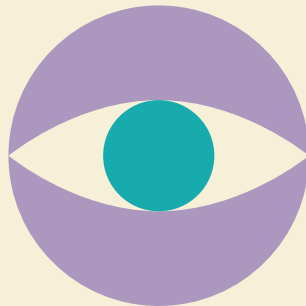
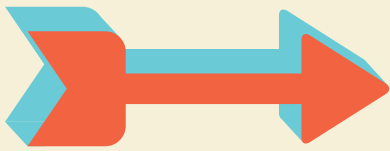


FAIRER HEALTH FOR ALL

PEOPLE'S GALLERY:

IDEAS FOR LEADERSHIP





THE TIME IS NOW

How we respond to today's challenges shows what leadership is possible going forward.



IT'S A NEW TIME

What worked before might not work now, we need new approaches.



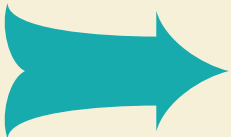
SHARE THE POWER

Pay attention to who holds power and shift it to communities.



GET COMFORTABLE WITH UNCERTAINTY

We're in unfamiliar times, and it takes practice to find our way.



WHY WAIT?

We may never feel fully ready, we can still take action now.



WHAT'S HOLDING US BACK?

We can't let privilege stop us from addressing inequality.



WHY NOT YOU?

The work we do now helps build a better future for the next generation.



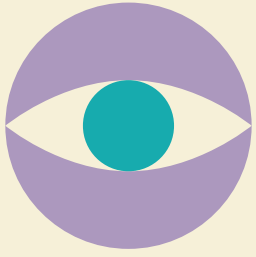
WHY NOT DURING HARD TIMES?

Working through challenges together helps us understand and grow.



HOLD ON TO HOPE

Even in tough times, hope is what helps change happen.



WAYS OF SEEING SEE BEYOND WHAT YOU UNDERSTAND

The way we see the world shapes what we believe is possible.



LOOK IN ALL DIRECTIONS

To truly understand what's happening, we need to pay attention to what's around us, inside us and in between us.



LEARN FROM LIVED EXPERIENCE

People with lived experience and community knowledge often hold the answers to tough problems.



LISTEN DEEPLY

Listening to voices that are often ignored helps us avoid causing harm and deepens our understanding.



USE DATA TO SEE MORE CLEARLY

Learn from stories, numbers, patterns, and what's missing or changing to expand our view.



LEARN WITH COMMUNITIES

Work alongside communities, not just on their behalf.



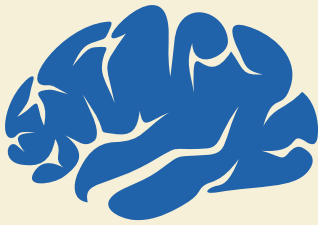
SEE LEADERSHIP IN LIVED EXPERIENCE

People who've experienced inequality have valuable leadership insights.



FAIR EXCHANGE MATTERS

Recognise and value the time, ideas, and contributions of communities fairly.



WAYS OF THINKING THINKING IS THE WORK TOO

Changing how we think can change both our experience of the system and the system itself.



THINKING IS PART OF THE WORK

Making time to think in new and deeper ways helps us create change.



KEEP INEQUALITY IN MIND

Even when money is tight or there are other pressures, we can still choose to focus on tackling inequality.



FOCUS ON WHAT WE HAVE

Leadership is everywhere in our communities.



FOCUS ON WHAT'S POSSIBLE

Even when things are hard, we can find creative ways forward.



DIFFERENT IDEAS MAKE US STRONGER

We make more progress when we bring together different views and experiences.



TRY SMALL IDEAS

Start small, test things out and learn as you go.



EVERY DECISION MATTERS

Each choice can move us closer to or further from our goals.



LET PEOPLE DECIDE FOR THEMSELVES

Funding decisions need to be made with understanding of and proximity to reality.



WAYS OF FEELING WE ARE HUMAN

Now is the time to hold on to our humanity and embrace connection.



PATHBREAKING CAN BE BACKBREAKING

Leading real change is hard. We must be prepared for the difficulty.



LET GO - LEADERSHIP IS A LEAP OF FAITH

Be brave enough to experience the letting go that leaves us with feelings of loss.



IF YOU SEARCH FOR THE INVISIBLE, YOU CAN DO THE IMPOSSIBLE

If it looks like 'work', it's probably not going to make any real change. The real work is often invisible.



THE DISCOMFORT IS THE WAY

Look for discomfort. It is where growth happens.



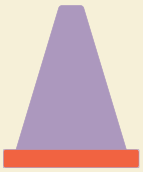
SELF-CARE IS LEADERSHIP

Self-care is a universal need in leadership often missed. Prioritise for self and it will spread to others.



WAYS OF FEELING SAFETY BARRIERS

Barriers can protect us. They can also keep us from moving forward.



FEELING SAFE MIGHT BE THE REASON WE'RE NOT MAKING PROGRESS

What used to protect us might now be holding us back.



UNLEARNING

We need to help people see what's stopping us from tackling inequality.



GO WITH RISK

We need to take chances, not always wait for permission and tolerate risk.



TENSION IS TELLING US SOMETHING

Tension is a normal part of change and helps us grow.



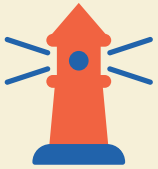
THE NEXT RIGHT STEP

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



WAYS OF RELATING ISLANDS OF LEADERSHIP

Think of “islands of leadership” as the people or places we naturally connect to.



GO TO PEOPLE

Meet communities where they are, not where you are



SHIFT THE POWER

To build fairer relationships, we need to recognise and change power imbalances.



RELATIONSHIPS MATTER

Building trust through regular conversations and genuine connection is key to moving forward.



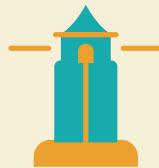
TRUST GOES BOTH WAYS

Communities often feel like they're taking the risk, and they don't always feel trusted or able to trust in return.



SUPPORT THE MANY

How can we help more people, not just a select few to show leadership in their communities?



ROOTED IN COMMUNITY

When people are deeply connected to their communities, trust grows, skills develop, and things get done faster.



LEADERSHIP IS FOR EVERYONE

We can all show leadership, even if we don't always see ourselves that way or use the word “leadership.”



AVOID GATEKEEPERS

Let's make sure we're hearing from a wide range of voices, not just those who have the power to speak for others or block new ideas.



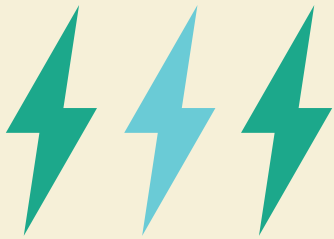
LEADERSHIP LOOKS DIFFERENT

Leadership doesn't always come with a title. It shows up in everyday actions, in all kinds of ways. If you look for it, you'll see it everywhere.



BE GATE OPENERS

Create ways for people to connect and act on their own or together without feeling held back.



WAYS OF RELATING RETHINKING POWER

To move forward together, we need to make power more visible and talk openly about the imbalances that hold us back.



MAKE POWER VISIBLE

Help people see who has power, who doesn't, and how it's used.



LET GO AND LEAD DIFFERENTLY

Leadership without ego helps power move freely.



POWER ISN'T ALWAYS WHERE YOU THINK

Even people seen as powerful may feel unable to make real change.



SHARE POWER AND RESOURCES GENEROUSLY

Be open with time, knowledge, connections, and support.



REPRESENTATION MATTERS

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



GIVE POWER TO COMMUNITIES

Support communities to take the lead and create the conditions for their power to grow.



UNDERSTAND POWER'S HISTORY

The past shapes who holds power today.



CHANGE THE DYNAMIC

We need equal relationships, not ones that feel like parent and child.



TO USE POWER, WE NEED TO SEE IT

We can only act on our power when we recognise we have it.



SHIFT THE BALANCE

We can choose to share power more fairly and let it flow.



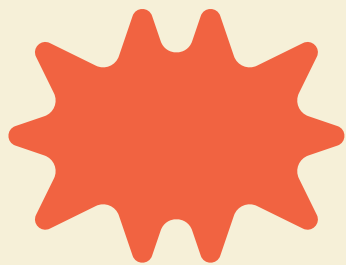
POWER COMES IN MANY FORMS

It's not just about control, it includes funding, space, ideas, knowledge, and networks.



POWER INFLUENCES CONNECTIVITY

Some parts of the system hold on to power, while others hesitate to step into it.



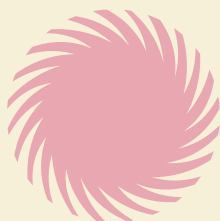
WAYS OF RELATING WORDS SHAPE WHAT IS POSSIBLE

The words we use, and how others we use them, really matter. They help us move forward together in ways everyone can understand and support.



WORDS ARE BUILDING BLOCKS

They help us describe what's happening now and imagine what could come next.



DIFFERENT WORDS MEAN DIFFERENT THINGS

What a word means can change depending on someone's background or lived experience.



IT'S OKAY TO USE DIFFERENT WORDS

We don't need one single way to describe things. Different groups may need different language.



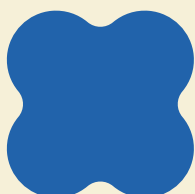
BUILD A SHARED LANGUAGE

Sometimes the same idea is called different things. It helps to agree on words we can all use.



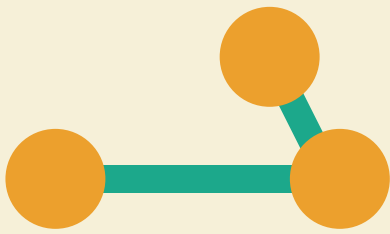
'LEADERSHIP' DOESN'T ALWAYS FIT

Many people in communities don't use the word "leadership" to describe what they do, even if it is a leadership.



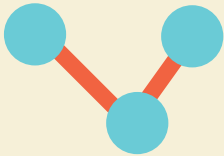
TELL GOOD STORIES

To help more people understand inequality and who it affects, we need language that speaks to everyone, not just a few.



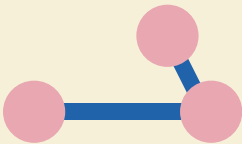
WAYS OF RELATING CONNECTING THE SYSTEM TO ITSELF

To better understand how everything fits together, we need to find ways for different parts of the system to connect. This helps us see the bigger picture.



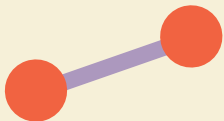
CONNECT COMPLEX ISSUES

Even when we focus on one main issue (for clarity or funding), it's important to keep connecting related problems that overlap and influence each other.



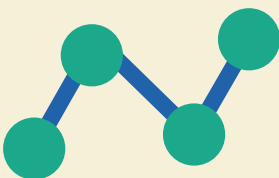
PEOPLE WANT TO CONNECT

In some places, there's real interest in coming together to grow leadership.



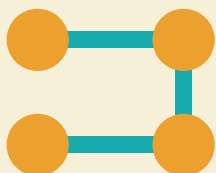
DON'T PUT PEOPLE IN BOXES

Labelling people or putting them into categories can get in the way of real connection and understanding.



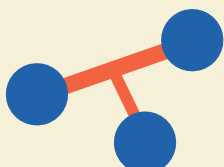
HARD TO REACH (NOT)

People are not hard to reach. We just need to find better ways to reach them.



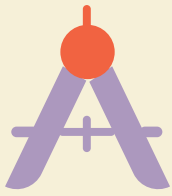
BUILD STRONG SUPPORT SYSTEMS

Create opportunities for more people to get involved, and design these together with the communities we want to include.



BRING PEOPLE TOGETHER

Make space where people can share ideas, challenge each other, and move things forward without needing permission.



THE HOW SIMPLE RULES OF DESIGN

How can we approach leadership development in a new way?
Below are simple rules for designing development today.



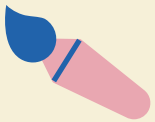
DO KEEP IT REAL AND RELEVANT

Build things that come from real work, wherever it's happening.



DO BITESIZE

Make things bite-sized, flexible, and easy for everyone to access.



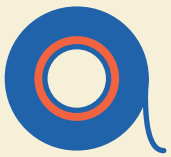
DO DESIGN WITHOUT FIXED ENDINGS

Focus on enabling, supporting, and resourcing, not just finishing.



DO REMEMBER WE'RE ALL HUMAN

Design with the full range of human emotions in mind - from joy to pain.



DO MAKE SPACE

Create space for people to think, connect, share ideas, build together, explore, learn, and try things out.



DO TARGET

Avoid one-size-fits-all solutions. It's okay to target certain groups or needs to make real change.



DO CREATE A 'FAIR EXCHANGE' FOR CITIZEN CONTRIBUTION

Ask first, value involvement and create a 'fair exchange'



DO DESCRIBE DEVELOPMENT IN DIFFERENT WAYS

There's no single way to talk about growth or progress that works for everyone.



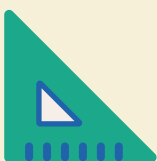
DON'T WORK ALONE

Involve the whole system including communities together, so everyone can learn and grow together.



DO DESIGN WITH POWER IN MIND

Be clear about who holds power. Ask "Where is the power now?" and design ways to share it more fairly.



DO FOCUS ON REAL-LIFE EXPERIENCES OF INEQUALITY

This isn't something extra, it's the starting point and should stay central in every conversation.



WORK WITH US, NOT ON US

Design things together, listening to different viewpoints, especially from the people who are going through or will be affected by change.

Get in Touch

Amy Boydell-Smith

Founder of The Work in Progress and Business Psychologist



amy@theworkinprogress.space



theworkinprogress.space



www.instagram.com/weworkinprogress/

Claire Haigh

Co-Founder and Director of Collaborate Out Loud CIC



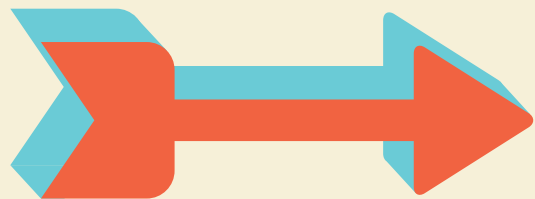
Claire@collaborateoutloud.org



www.collaborateoutloud.org



www.instagram.com/collaboutloud/



**THE TIME
IS NOW**