

Flipchart Notes for Workshop 3: Engaging Others and Asking Powerful Questions

Facilitated by Jo Matthews – Coaching for Responsible Leadership

Table Discussion 1 - What staff engagement strategies and tactics have you used that work?
What Were The Key Routes To Success?

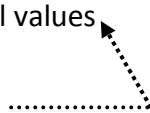
Group 1:

- Lead by example – show how it has benefitted the students
- Peer mentoring/sharing – some tutors had a problem and someone else had the solution
- 'I will if you will' – to encourage responsibility everyone taking part (e.g. recycling centre)
- Having an enthusiastic driver and the 'driver' taking the blame when things haven't gone according to plan but not taking the credit
- How you emotionally feel about it – feeling good about what you have managed to achieve – empowering the students

Key Routes to Success

- Having the infrastructure in place before you embark on recruiting tutors/staff
- Creating the space for reflection – how well they have done
- More positivity from younger membership of staff
- Having the choice to be able to do something
- Having the right backing
- Having the right infrastructure in place before launch of any initiative (removal of barriers)
- Generate enthusiasm
- Allowing people to see how it is relevant to them and how they take it forward
- Shared challenge followed by an example solution that someone has actually done (and it worked!)
- Providing the resources and some external support – helping course tutors to do it
- Build confidence of the staff

Group 2:

- Participatory
 - Consultative
 - Relevance
 - Fun!
 - Linked to personal values
 - Reward/incentive
 - Clear objective(s)
 - Manageable
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- Positive
- Immediacy
- Actions
- **Fear/threat**

Key Routes to success

- Small focus groups
- Remove barriers
- Pitch at same level
- Networking
- Speak the same language
- State objective in positive way
- SMART
- Become stakeholders (buy-in)

Group 3:

- Working across organisation (small scale) to produce (jointly) ways to approach ‘difficult’ worrying ‘world around us’
 - Positive contribution from those involved
 - Subject related (subtle) – spas around the world, essential oils sourcing
 - World Cafe type event – set questions on each table, most ideas followed through
 - Suggestion box (but not used)
 - Enabled all to have a say = driver
- Campus Times – Opportunity to ‘show off’ successes ...competitiveness (external) recognition = driver
 - Remission and action – research project proposals (Dragons Den –type activity – 5 annually about 2 hours/wk to do)
 - Opportunity for creativity = driver

Key routes to success

- Taking the reigns
- Rewards (monetary? recognition? time?) incentive
- Personal motivation
- Closing the loop – feeding back, following enquiries, establishing communication mechanisms
- Self esteem/being valued
- Compulsion
- Opportunity for creativity

Question 2: How can this network support me and my college?

- A joint Moodle site to share resources
- Inspiration – expertise within the network, external speaker?
- Identifying issues and getting solutions – integrated in assignment
- Sharing ideas
- Timing of meets – when (day/ time/ length)
- Resource bank for all subject areas – peer critiques of each other's resources
- Blogs – access rights restricted
- Do we need another network?
- Problem solving and reflection
- Recognition – stronger voice
- Broader networking – ESD and beyond
- Develop subject specific forums/meeting and materials
- Holistic approach
- Sharing good practice in each other's surroundings
- Creating links and networks

Question 4: What can I contribute to this network?

- Opportunity to continue learning about and informing 'LSIS' thinking and action on SD (Conrad)
- What's been done/being done currently in the bld suc sector – (JSM)
- Bring ideas, provide mentoring /support to other staff, share good ideas, inspire, share what didn't work, offer venues for meetings, go to other places to tell/inspire people, bring/involve others, alter attitudes/promote benefits (JA)
- Resources
- Contact point
- A room/location
- Ideas
- Good/bad practice – examples and experiences
- Interactive session (AN)
- Estates and curriculum (AN)
- Venue (not catering!) (ET)
- Case studies
- Organisations – industrial placements (AD)