

## **Firestarter Festival**

### **Practising change together – towards appreciative and collaborative evaluation**

4 February 2019, hosted by Cathy Sharp and Keira Oliver

#### **Our unfolding stories of the future**

##### **My word of the moment is.....**

Surprised  
Connection  
Collaboration  
Relationships  
Inclusion  
Complexity  
Collaboration  
Relationships  
Collaboration  
Story  
Learning  
Stories  
Appreciate  
Complexity  
Relationships  
Being alongside

##### **It's a bit radical but...**

Experiment more!  
Challenge management more often when your gut instinct tells you to  
I find not learning boring  
Wouldn't it be nice if people wanted evaluation to learn rather than to justify  
I think we trust each other and see the best in people  
I would like to empower people to challenge and question  
Talk to more people & involve them in the work together  
So was the big bang!  
We need to establish opportunities to learn as we do.  
Don't be afraid to just give it a go, even if there's a chance you may fail  
We all know what to do and how to do it  
It's necessary  
If we keep doing the same things, we will always get the same results  
Why don't we stop wasting time measuring things that aren't helpful  
Hey, working across org/dept can be fun!

##### **I would like to think more about...**

Relational approaches to leadership  
How we enhance staff and patient experience in synergy  
What it means to me and you  
How we value relationships and connections  
Developing relationships to support learning  
Working, reflecting, sharing and giving feedback to each other in the moment  
How much better things could be

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If/why what we are doing matters to the people concerned  
Methods of engagement  
'holding a space for this work'  
How we can work together to do different things  
How to find a job that is ideal for me  
Building safe spaces for organisations to learn from each other  
"origins"  
How the worlds of improvement and evaluation join up better  
How we challenge perceived hierarchies and draw on everyone's skills

#### **Let's stop.....**

Hesitating and making excuses  
Think about it first  
Using performance measures to evaluate outcomes  
Sending huge email links/ trails  
Using jargon – would you say it to your granny?  
Moaning and just do it!  
Working in silos of change  
Doing things that don't bring about transformational change  
Self-promotion  
Blaming each other and the system  
Working in silos  
Procrastinating or over-analysing  
Asking permission  
Pretending we can control complex outcomes  
Assuming that if we do X we will get Y  
Rushing to get everything done. Let's spend time getting to know each other better.

#### **I'd be upset if.....**

We stop working out loud, sharing our thinking and ideas openly  
We keep on doing the same old same old  
Things don't change as a result of my work/discussions today  
I'd had no impact  
The challenge was completely fulfilled  
There was no collaboration  
Nothing changed  
There was no change in gender equality in the next ten years  
I become happy with gaming the system, rather than making a positive difference  
I left it for someone else to sort  
this session has not inspired me to take action  
no-one wanted to collaborate  
people valued only big data in evaluation  
I've not been able to make a small change in this year in 12 months  
We came back together in a year and nothing had moved on

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I didn't win the lottery!

#### **Let's start.....**

Allowing 'failure' and taking risks if the intention is to learn and progress

We've had a long enough break

Valuing a range of different perspectives, especially from those least heard

Having shorter and better planned/managed meetings

Working out loud, celebrating what's great, being open and appreciate! Being kinder!

With kindness

Sharing our experiences, our hopes our fears

The evaluation process/thinking earlier

Thinking about contribution rather than attribution

An enthusiastic experiment

Start talking meaningfully

Being open and honest

And keep on collaborating

Compassionate narratives

Having donuts for breakfast

Trying to understand how stories and other data work together

#### **Imagine if everyone...**

Was happy, engaged and motivated

Understood the importance of collaboration

Learned the value of relationships and connections over data and PIs

Felt safe to speak up

Thought the way I did! 😊

Valued any failures as learning for future projects

Had time to reflect, create and experiment

Was approachable and willing to help

Engaged and worked collaboratively

Worked together to make the world a better place!!

Thinks outside the box!

Could fold paper properly

Listened before acting

Felt valued in what they could offer – skills, knowledge, experience etc.

Achieved potential

Celebrated when things went 'wrong'

#### **Our ideas for testing further**

Recognise skills and knowledge of partners and help build capacity where appropriate

Simplify language to ensure a shared understanding of vision for all partners/stakeholders

Explore a more appreciative approach to grant reporting

Review our evaluation approach against the provocations

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Stories! Stories! Stories! Collect and tell and use to deepen my own and other people's understanding of a system

Be prepared to be surprised

Consider how we can give support and not just permission for a more relational approach to evaluation

Set collaborative goals

Work together to achieve more

Take shared ownership of collaborative goals to achieve true collaboration

Support people to build relationships between organisations

Thanks both! I know I will do stuff, not sure what yet though...need thinking time....will let you know.

Create time a space to build positive relationships with stakeholders/partners before any project begins.

Support leads practically as groups(s)

Ask directors to raise profile and connection

Invite new members of focus group

Ask about joy