

Changing more than a name

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## Outstanding Leadership Programme 2020/21

### Module 3: Vision and Values

#### Saved Chat

- 09:35:08 From Victoria Tolmie-Loverseed : I would really like to buddy up with somebody for coaching, Victoria Tolmie-Loverseed
- 09:40:34 From Ed Howarth : I might be interested Victoria, sorry a bit non committal but happy to explore it, I'm just conscious of time due to young kids etc but sounds like you are in a similar boat!
- 09:42:17 From Kirsty Gillan-Thomas : I'd be keen to buddy too for a bit of practise
- 09:42:19 From Katie Mantell : I would be interested in buddying up too with coaching too.
- 09:42:38 From Gemma Benton : very broad values!
- 09:42:46 From Amanda Tucker : I would also be interested in buddying up :)
- 09:43:46 From Joe Thompson : I would also be keen on buddying up.
- 09:44:14 From Vicki Stott : I would also quite like to buddy up for some coaching practise
- 09:51:03 From Tim Lages : How do you work out is that's a problem with the "values bus" or the people getting on and off the bus?
- 09:51:16 From Olu Alake : I am up for buddy coaching too
- 09:51:39 From Bella Davies : I'd be keen to join a coaching group too
- 09:55:02 From Olu Alake : How can we make values hold up under the pressure of encounter with difficult situations that will have difficult implications for staff such as downsizing?
- 09:55:26 From Nic Shoultz : I would be interested to join a coaching group
- 09:55:43 From Mel Whitney-Long : Me too
- 09:56:42 From Alison Pickup : Interesting podcast I listened to recently on this - Hysterionics - "Corporate values - Brilliant stuff or just regular BS?" - includes an interview with a senior leader at Tarmac (of all places) talking about how they developed their corporate values from the bottom up
- 09:57:14 From Katie Mantell : Thanks Alison - sounds interesting. I will add to my podcast list
- 09:58:16 From Jo Green : I would too. sorry I have to leave temporarily but hope to log back in before end of session
- 09:58:26 From Jonny Whitehead : I so need to start listening to podcasts!
- 09:59:10 From Sam Alford : So building on what Simon was saying about honouring/violating behaviours, is there something about thinking about how we could stress test our values in all types of situations?
- 09:59:40 From Victoria Tolmie-Loverseed : You can use the values to decide what you are not going to do anymore
- 10:00:12 From Jonny Whitehead : I'd also be keen to have a coaching buddy/group.
- 10:06:34 From Jeneen Thomsen : I would also love to be part of a coaching/buddy/group
- 10:06:49 From Gemma Benton : I would love to be part of a coaching group
- 10:06:55 From Jo Cottell : Sorry everyone, I am going to have to bow out. Hope to see you again next time. Jo

- 10:19:11 From Maggie Smith : From Tim Lages to Everyone: 09:50 AM  
How do you work out is that's a problem with the "values bus" or the people getting on and off the bus?  
Tim: really good question - assuming the values bus is 'right' there will still be resistance for many reasons. We'll look at this when we talk about change next time
- 10:19:55 From Volunteering Trussell : Hello, I'm Miranda from Trussell Trust. Will also be interested in the coaching group / buddying
- 10:21:31 From Joe Thompson : Does anyone have good examples of different organisational values conflicting in particular circumstances and how they addressed this?
- 10:23:50 From Ed Howarth : Do people have any examples of different organisational structures/decision making processes that promote better internal collaboration?
- 10:24:45 From Vicki Stott : We've recruited several people since this started, and they all seem to be working out really well. Perhaps you're right - this is the way to recruit!
- 10:25:27 From Ed Howarth : I am keen to explore whether sociocracy can be one approach - <https://outlandish.com/blog/co-operatives/how-sociocracy-might-benefit-your-organisation/>
- 10:25:58 From Jo Green : We have also recruited many people too - they are all working out great but strange not to have met them.
- 10:29:10 From Sadiya Khan : we have fortnightly breakout room chats to get to know other team members and new recruits. Quite helpful having informal chats which builds collaboration in work as well..
- 10:29:18 From Selma : Ed - I worked in a place that was a 'Teal' org - very interesting in theory, but because some people were more equal than others it didn't work in practice.
- 10:29:25 From Soo Smith : This describes me and my husband perfectly. I trust; he doesn't.
- 10:29:55 From Vicki Stott : Ed - that's a really interesting article. Thanks for sharing.
- 10:30:42 From Olu Alake : Important point about trust there: we actually do it all the time e.g. getting on a bus, train or plane, we don't ask the drivers/pilots to prove they are trustworthy! Presuming goodwill and good intent is key
- 10:30:44 From Katie Mantell : Sorry I need to leave now for another meeting. Thanks very much and see you next time.
- 10:31:47 From Vicki Stott : Apologies; I need to leave now. Thank you for a really thought provoking session.
- 10:32:36 From Sam Alford : Thanks everyone! Enjoy the festive season, particularly if you have time off
- 10:32:48 From Jonny Whitehead : See you all next year!
- 10:32:48 From Jo Green : thank you for a great session and happy Christmas and new year
- 10:32:53 From Gemma Benton : thanks! festive greetings to everyone!
- 10:32:56 From Tim Lages : thanks everyone :)