

Changing more than a name

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 Shoults : 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 :)