

*Blue Wave of Change*



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# Blue Wave of Change – Planning Conversations

This is a collaborative process; it takes time to plan and patience to host.

## 1. Topics for Conversations

Your reasons for beginning this adventure in thinking are linked to the strategic desire to reconnect 4000 nurses across LCFT. It is a beginning of a very ambitious engagement project and you are a critical part of that. The topics will be Blue/Red Mind and Core/Deeper Purpose

## 2. Prepare those invited

Engage with them prior to the event, by issuing a warm invitation and an overview on the purpose and process.

## 3. Timing - General

Like many things in organisations that take time, there is never a good time, enough time, or the right time. So it is up to you as the host to create a space where people have the time to think and to contribute in a way that is meaningful and has a lasting impact. **We think about 90 minutes with up to 10 people.**

## 4. Timing - Specific

A session plan for hosting a 90 minute deeper purpose conversation is available at the end of this section. This will keep you right just follow it and trust the process.

## 5. Venue

The space matters. You will not get the best from people when they are surrounded by equipment, seated in uncomfortable chairs, or unable to get a cup of coffee. It is like hosting a party or get together, the way it feels will have a direct correlation to the quality of the conversation. Prepare the environment to maximise the success of the conversation. If you want it to be something different it needs to be something different. **Do the best you can with what you have.**

## 6. Resources

Everything you need is in the **Blue Box**.

## 7. Hosting

The fundamental role of the host is to hold the meaning of the conversation as it develops; this is an intuitive process where the host is completely present; bringing their experience, core values and their assumptions about what will happen.

## 8. Host/facilitate intuitively.

Make sure you outline the process and the Rules of Engagement. This will include information on timings, process, intent and outcomes. Patience may be required, especially if as a host you have a preference for extroversion and find it hard to manage silence! Use the facilitation skills that you have to field things if they keep coming back to you, so deflect questions back to the group, open it up by asking how others feel about what has been said etc. Be in the space, present and aware of what you are noticing going on around you, reflect observations which you think will be helpful and ask supplementary questions to get depth and difference at each round.

## 9. Challenge “straying” from the question.

All roads lead back to the questions. That is what the inquiry/conversation is about on the day at the table, at the time.

## 10. Look for collective intelligence not consensus.

This is not about gaining agreement as part of the conversation rounds, and therefore the role of the host is not to facilitate a specific outcome. The main thing the host needs to do is to be aware of all of the stories that are available, recognising that each has value. This is one of the underpinning beliefs about this way of working, that everyone has a voice, it can be heard verbally and visually and whatever they offer in response the question is real and important for them.

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### **11. Support the identification of key themes at each round.**

This can be as simple as making a one or two word note at the end of each contribution and when you have heard from everyone, ask them in turn what seems really significant to them and make some observations. “What are the diamonds from that round of thinking?” is a question that really focusses people. Once you have the themes, the group collectively agrees the way in which these will be formed into a response to the question.

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Session	Resources	Guidance
Pre Event		<ol style="list-style-type: none"> <li>1. Max 10 people per facilitator</li> <li>2. Revisit previous section <b>point 3</b></li> </ol>
Pre arrival		<ol style="list-style-type: none"> <li>1. Revisit previous section <b>point 6&amp;7</b></li> <li>2. Ideally you sit 'round the table' or chairs in a circle</li> </ol>
Hello and Welcome		<ol style="list-style-type: none"> <li>1. Meet and greet everyone as they arrive, introduce yourself and shake hands good to have some uplifting music on</li> </ol>
<b>00.00-00.10</b> Introductions		<ol style="list-style-type: none"> <li>1. Take some time to go around and ask each person say hello and to share a strength that they bring to the conversation</li> <li>2. Thank people, use their names and summarise the strengths and how you think they will benefit the conversation</li> </ol>
<b>00.10-00.15</b> Purpose and Process and Rules of Engagement		<ol style="list-style-type: none"> <li>1. Briefly talk through the development that you have been part of</li> <li>2. Explain that it is space for a positive conversation</li> <li>3. Explain that you will have a fixed time for the conversations: they will be finished in 90 minutes maximum</li> <li>4. Set the Rules of Engagement: each person takes a turn responding to the question, no interrupting, there is space for everyone's ideas</li> <li>5. Explain there will be no note taking and that you will make a note of key words and feed them back after everyone has had a turn to contribute</li> <li>6. Explain that it is an Inquiry and you are looking for honest and deep thinking and stories, and that you will bring people back if they go off on a negative tangent</li> </ol>
<b>00.15-01.10</b> Core Purpose Conversation	<p>Core Purpose Questionnaire Cards</p> <p>Visible for everyone to see</p> <p>Example of themes statement. Blue Card</p> <p>6C poly pockets – one set to use at all 4 conversations</p>	<ol style="list-style-type: none"> <li>1. Pose the question and ask them, 'what more do you think or feel or want to say?'</li> <li>2. When each person is finished you can ask 'who would like to go next?'</li> <li>3. <b>About 25 minutes</b> (it will be less if there are less people)</li> <li>4. When everyone is finished, go round and ask what they felt the significant themes were, check this against your notes</li> <li>5. <b>About 10 minutes for this</b></li> <li>6. Finally join the group into 2 or 3 smaller groups depending on numbers and give them 2 or 3 of the blue wave cards. On the cards they should complete the sentence based on the conversation in this room and the themes that emerged. It is not another conversation, it is a summary of what has already been said. <b>'When I am connected to my deeper purpose I .....</b>'</li> <li>7. <b>About 10 minutes for this</b></li> <li>8. Finally get them to read out the sentence. Collect the cards and commit to emailing everyone the results</li> <li>9. <b>About 10 minutes for this</b></li> </ol>
<b>01.10-1.20</b> Close		<ol style="list-style-type: none"> <li>1. Go round and ask everyone to give some short feedback about the session, what will they think about more in the future as a result of being there?</li> <li>2. Thank them for their time and remind them that their contribution will be part of the thinking moving forward. Equally you may see them again at the next conversation particularly if they are your colleagues.</li> </ol>