

Developing a community first mindset

**Inviting all Greater
Manchester Change Makers
to co-design a 'programme
with a difference'**

Lankelly Chase (LC) has been working closely with various groups across Greater Manchester for several years now exploring the question ‘How do we change the systems that perpetuate severe and multiple disadvantage in Greater Manchester?’

More recently a small group of people from Greater Manchester and Lankelly Chase have come together to design the GM Spaces Fund, which is now funding 39 spaces led by women and/or young people in communities across Greater Manchester.

Our vision for this fund is of a series of independent, safe spaces where people can come together to explore what it means to

reveal → question → dismantle systems

that perpetuate disadvantage or to dream into how to

heal → reimagine → renew systems

so that all people can live with dignity and opportunity in supportive communities creating inclusive, safe spaces.

Alongside this work we are inviting change makers who want to explore different ways of working with and sharing power with communities that are forced onto the margins of the systems across Greater Manchester, that includes stepping outside of their usual structures and decision-making processes and to step into the spaces run by the GM Spaces Funded projects.

This will enable local groups to set the agenda to talk and make decisions about the things that are important to them and to build relationships with, and begin to share decisions with, the people who have traditionally held power within the system.

What do we mean by change makers?

In this context when we say change makers we are referring to:

- people working in public services across Greater Manchester, including in local authorities, health, police, criminal justice, housing, DWP etc.
- people working in commissioning, procurement and/or strategists within the above bodies
- The focus of this work is about working with a group of people who are able to change and influence how things work within the systems across Greater Manchester. We are particularly interested in engaging change makers who:
- Know things need to change and need space and some support to work out how to do this
- Want to explore what it means to **reveal - question - dismantle systems** that perpetuate disadvantage
- Want to explore how to **heal - reimagine - renew systems** so that all people can live with dignity and opportunity in supportive communities
- Are frustrated with the status quo and want to be part of a group who together can model new ways of doing things
- Want to experiment, learn and collaborate differently
- Have influence within parts of the system that impact on women and/or young people
- Work in areas closely linked to the GM Spaces Fund spaces. There are clusters of spaces in Bury, Rochdale or Manchester and we are keen to explore working with policy makers in these areas (although not exclusively)

What are we ‘planning’ to do?

This work by its very nature is emergent, however there are number of elements that we know need to be part of this work from the insights we have already:

- Co-creation space - a space to understand those that have stepped forward to be part of this work and other key influencers to listen, learn and co-create a series of intentional spaces. We held the co-design spaces in April and on the following page we have shared the principles that the group came up with that will guide the way we work together (three will continue to be developed during the programme).
- Four learning and action spaces - these will be intentional learning and rehearsal spaces for change makers to come together and explore using a range of approaches brought by the facilitation team and change makers. These spaces will run from June to September
 - 28th June 10-12
 - 12th July 12-2
 - 14th September 10-12
 - 11th October 12-12
- A shared learning event with Spaces Fund Participants and other Lankelly Chase supported work in Greater Manchester - This will be held later in the year and will be the first intentional opportunity to bring together both groups to share their learning so far and shape the next phase together



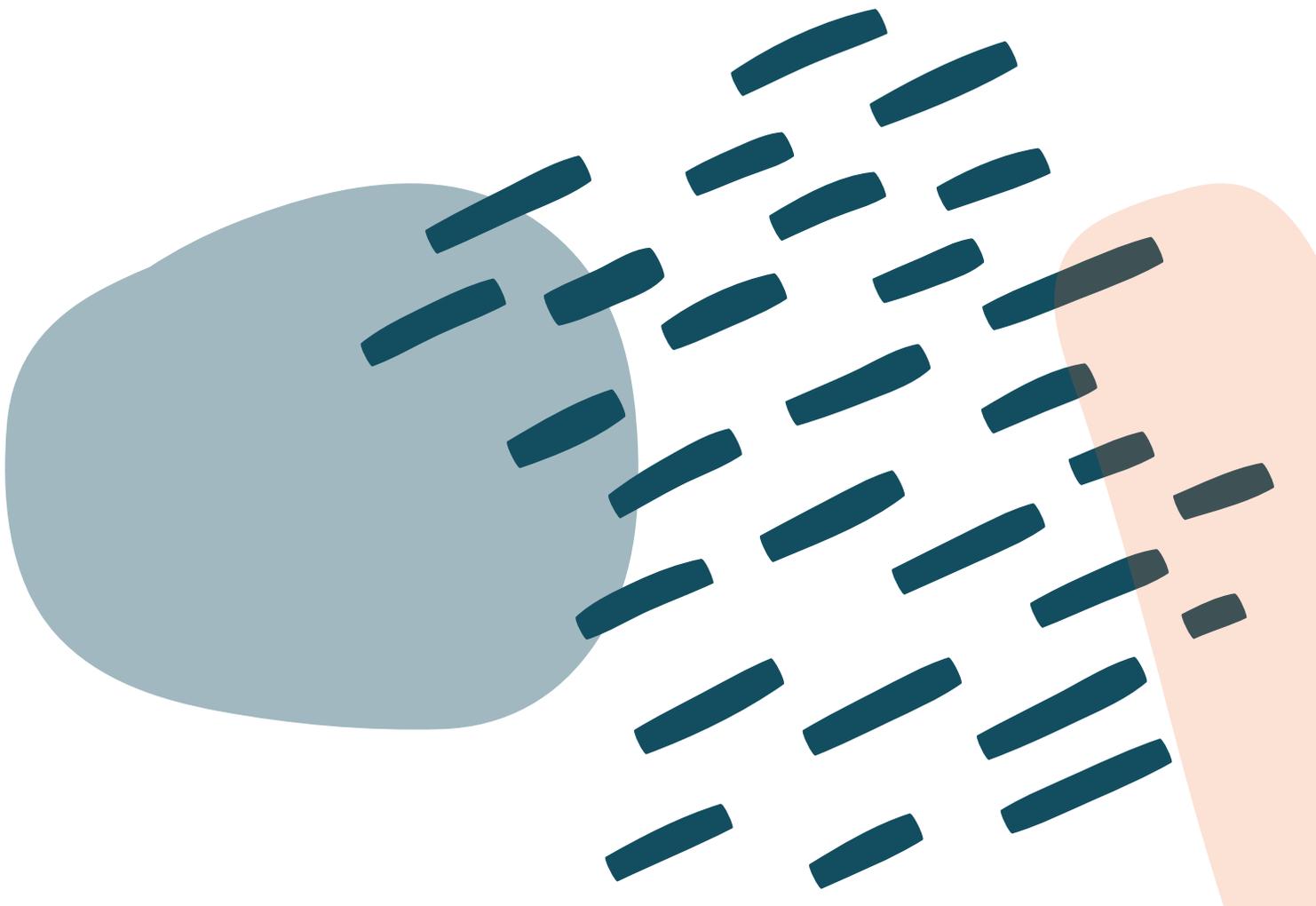
We have a diverse team of facilitators that can bring a number of different tools and frameworks, depending on what emerges. You can see more on this at the end of this flyer.

GM Change Makers Group Container

These are the principles that will guide us a group as we explore, experiment and change together

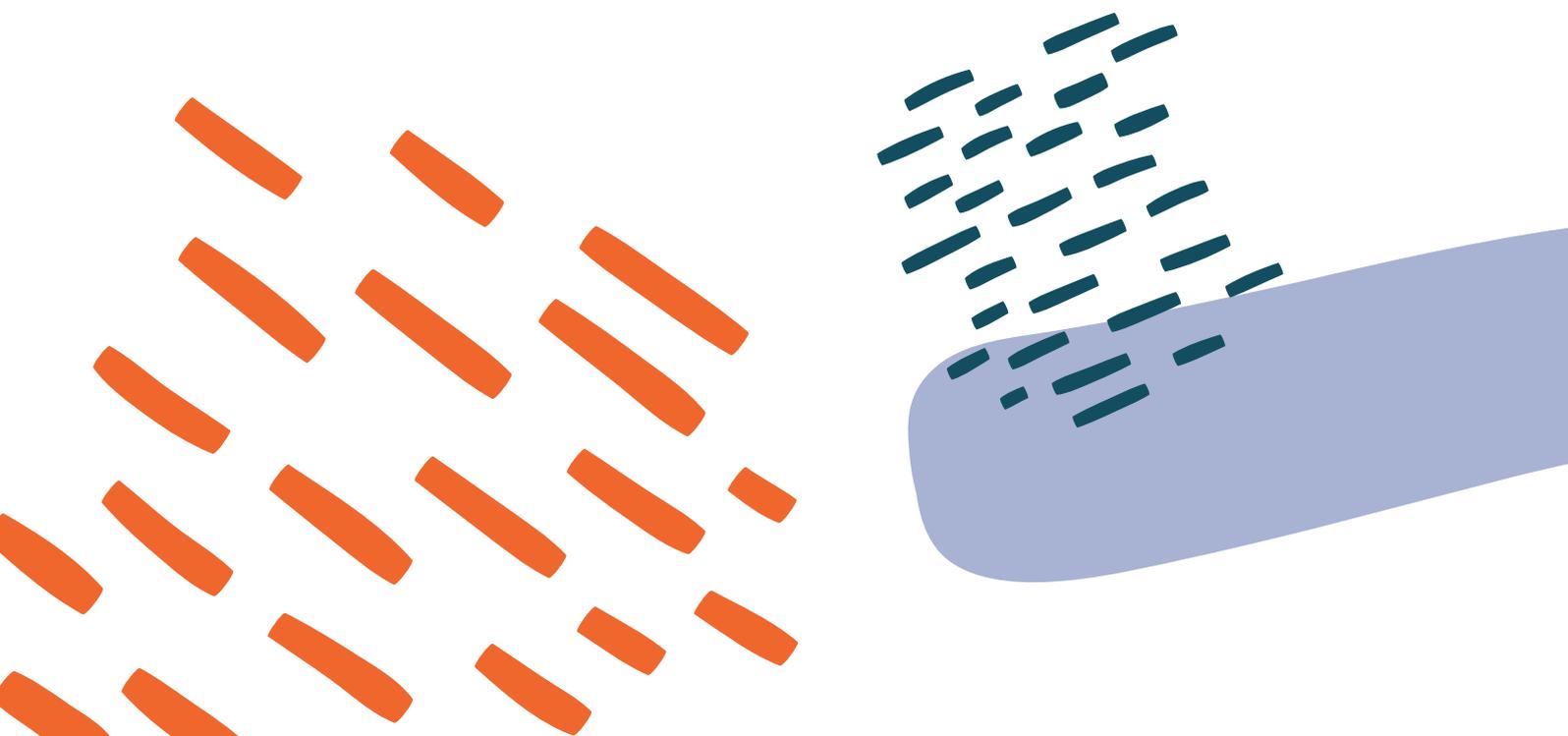
The conditions we want to create:

- A psychologically safe space that fosters courageous conversations
- A space where there is no pressure and we might not always have the answers to the things we explore
- A space that allows time for reflection, questions and the conversations that the group need to have
- A space that is owned by everyone and everyone has an equal voice
- A space where we can talk openly and honestly about our thoughts, without fear of interruption and criticism.
- A space to ask questions in a respectful manner, but to also accept if someone doesn't wish to explain.
- A space that has a clear purpose



How we will each individually do this:

- We will all check-in and out of the spaces we create
- We will create time to get to know each other, develop relationships and trust
- We will not record sessions and keep the conversations from the sessions confidential (participants are free to use the information received but neither the identity or the affiliation of the speakers, nor that of any other participant, may be revealed)
- We will all own our statements, e.g. "When... I feel..."
- We all have the freedom to start speaking and see where it goes
- We will be generous in our sharing and act with kindness
- We will listen to others with the same passion and curiosity that we want to be heard. Starting from a position of curiosity rather than suspicion.
- We all have a responsibility to speak up if we feel uncomfortable, do not agree or have any concerns. We will not shy away from courageous and difficult conversations
- We will play to the strengths of the different group members, appreciating that we are all playing different roles and these are all equally valid
- We will avoid questions like 'Why would you do that? But supplementing with What questions. e.g. What influenced that decision?
- We will be conscious of the language that we use and the impact it has on others e.g. language that blames or shames
- We will respect others thoughts and decisions even if they don't align with our own.



What are we trying to achieve with this work?

- Work with change makers to enable them to work differently with the GM Spaces Fund spaces (initially) and then more broadly with communities that have experienced extreme marginalisation from the system
- Create intentional spaces for personal reflection, rehearsal, growth and learning
- Explore dark matter - the processes, rules, structures - that are often hidden yet have a powerful influence over how the systems operates
- Explore a range of participatory methods that enable co-production with communities
- Support connection and collaboration between change makers and communities
- Provide opportunities to experience and learn from different tools and frameworks that suit diverse situations and learning styles. For example, we will be running Deep Democracy level 1 training for those who wish to explore it, as part of this work
- Facilitate conversations across difference and inclusive decision making
- Work together towards a vision of change in GM that works for all

What's our initial ask of you?

We are asking people to sign up to commit to be part of the four sessions starting on the **28th June**. The link to our simple google form is on the back of the this document. Talk to us if you want to be involved but the one or more of the dates are difficult for you.

we will explore:

- how things currently feel and work in our own places
- some of the shifts that we want and need to see happen
- the support and space people need to try different approaches
- Who else do we need to engage to be successful?

The co-creation event will be hosted and facilitated by:

- Matt Kidd, Creative Inclusion
- Viv Slack, Connecting Wisdom
- Claire Haigh, Collaborate Out Loud
- Paul Connery, Lankelly Chase Associate

Tools we have experience with

We can bring in a range of tools and frameworks as the conversations evolves and we wanted to share a number of these with you to show how this is a programme with a difference.



Deep democracy

Deep Democracy is a set of simple yet powerful tools and skills, developed by Myrna and Greg Lewis, based on Arnold Mindell's process oriented psychology, that focuses on ways to listen, improve, gain and resolve.



ULab (TheoryU)

ULab is a framework for working through systemic issues with complexity and uncertainty, developed from two decades of action research at MIT. It helps deepen our capacity to be with uncertainty and difference, build capacity for deeper listening, and be more open to wisdom emerging from the collective.



Collaborating Out Loud

Collaborating Out Loud is a series of crowdsourced principles that help people to collaborate in a more democratic and freer way. By creating surprising, simple and social spaces between formal systems and informal networks this can bring about powerful social innovation and change.



Nonviolent communication (NVC)

Using NVC, we can find more capacity to understand the needs behind actions, hear what is underneath blame and judgement, distinguish between impact and intention, and be more able to hear each other, transform conflict and find solutions that work for all.



Coaching (skills and Circles)

Developing change makers to take a more coaching, facilitative and strength based ways of working with communities. supporting them to do this through the use of circles of change and exploration.



Reverse mentoring

Matching community members with change makers to work on shared challenges together. Turning traditional mentoring approaches on its head so that the community member is acting as a mentor to the change maker.



Legislative Theatre

is a way to bring about policy changes which better reflect the needs, preferences and realities of people who are facing disadvantage. The work takes the form of an original play based on the actors' lived experiences, they then come together as equals with policymakers, activists and others who work in the relevant sectors to explore and act.



Community reporting or citizen journalism

This provides routes to participation, action and influence to communities which have been disadvantaged by societal structures. It is a means of supporting local voices to gain the resources and the skills needed to highlight the need for change within their communities



Convergent Facilitation

Convergent Facilitation is a collaborative decision making tool based on NVC, designed to shift the creative capacity of groups to shape proposals that respond to all the needs of the group, that all are genuinely willing to accept, rather than prioritising some over others.



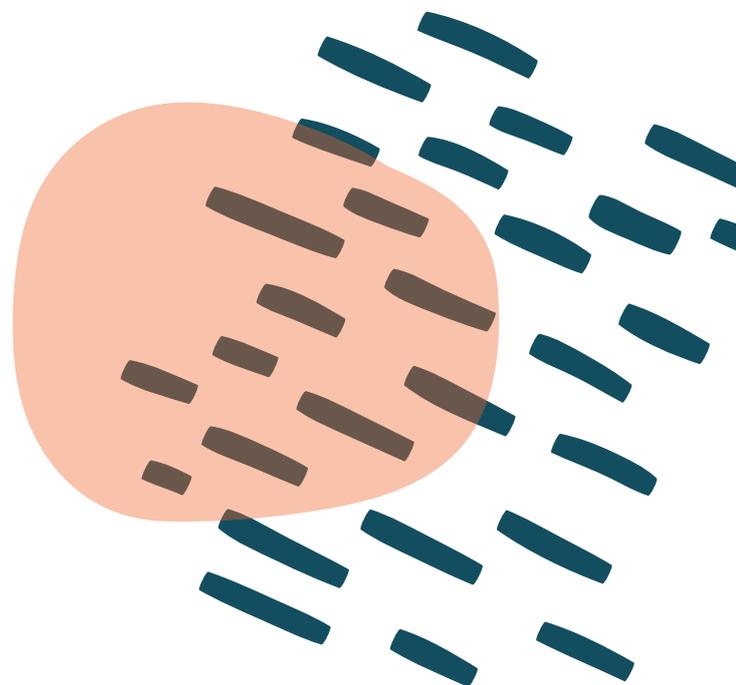
Graphic recordings or visual minutes

This provide a visual record of what has taken place in conferences, events or meetings. The graphic recorder listens not only to what is being said, but also tunes in to the energy, emotions and motivations in the room and then visualises ideas and themes in a dynamic way.



Authentic Voice-Peer Research

Supporting community organisations to not only participate in research on their own terms, but to lead it. We can work with the community organisations funded by the GM Systems Changers fund to design research to serve community purpose.



Are you ready and curious to explore the external and internal blockers that you face as a changemaker in GM?

If you are interested in being part of this work then please complete the short [Google Form](#) that will help us understand a little more about you and why you want to be involved.

If you want to be part of the 'programme' then sign up by the **21st June** via the link above.

Share

Please share this with anyone you think would be interested in getting involved

Connect with us

if you have any questions then please get in touch with

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#GMPolicyMakersSpaces

If you want to know about the GM Spaces Fund you can read more [here](#)