



PARTICIPATORY LEADERSHIP FOR SYSTEMS CHANGE

The invitation: Scotland is awakening. If we are to seize the opportunities emerging in communities, businesses and organisations across the country, now is the time to be brave and do things differently. We must explore new paths so we can achieve the fundamental changes needed to realise our potential together. Join us as we learn the art of hosting authentic conversations, at every level of Scottish society, to lead us to wiser action and real change.



Content

Over the three days we trained in methods, explored mental models and learned from case studies to build our capacity to lead change rooted in real needs.

Methods such as The World Cafe and Open Space Technology enable small and large groups to surface shared clarity, make strategic choices and move into collaborative action.

Mental Models provide the fundamental architecture of process design and provide the framework for well planned strategic intervention. We studied Chaordic Design, Multi-stakeholder Core Teams and the Eight Breaths of process architecture, among others.

Case Studies allow us to draw practical inspiration from other places to inform how we act in our own contexts. We heard in depth stories from the European Commission as well as large scale civic engagement projects in Nova Scotia. We also touched on Ohio Optimal Healthcare, the Strategic Urban Partnership and Youth Drop in Centres.



Clarity

The content provoked the participants into conversation. We came from all sectors including the private sector, government and civil society. Here are some highlights:

What kind of futures will we create together in Scotland? (the World Cafe methodology)

- **Rebalance** sustainable living with economy and society
- **Relocate power:** a fully participative Scotland where all contribute to live a dignified and meaningful life
- **Active citizenship:** seek first to enquire, be honest about mistakes and move beyond a blame culture

The Open Space Technology sessions included:

- How can we overcome governmental/community/structural inertia?
- How do we engage our disadvantaged communities?
- How can I encourage purposeful experimentation?
- How do we encourage young people to experience empowerment?

Action

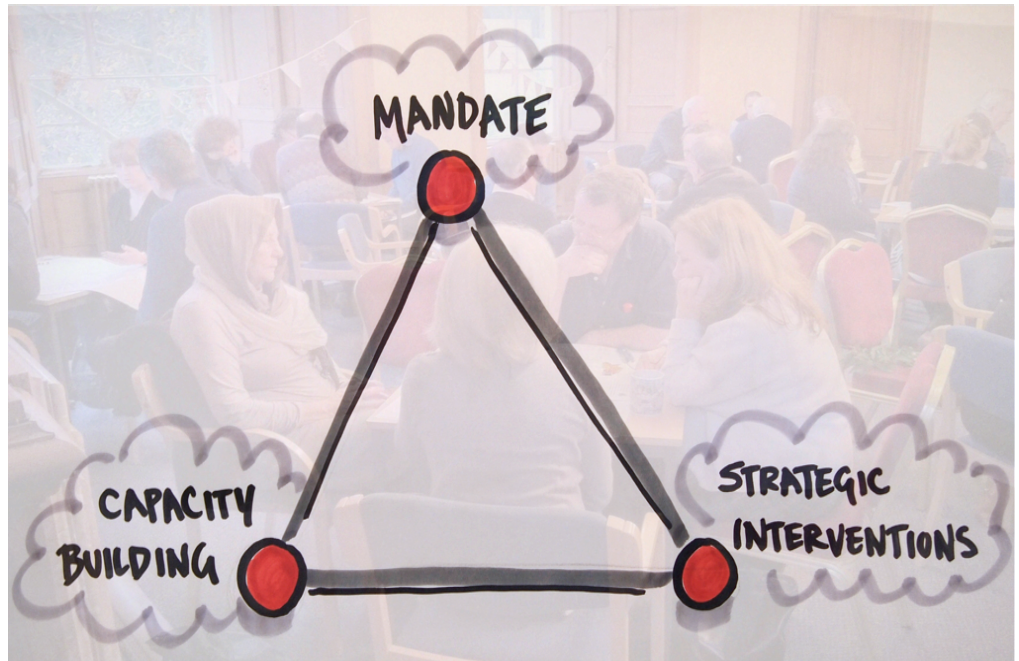
On the final day we worked together on concrete projects that participants brought with them. We helped each other craft the invitation, design process and plan strategy.

Here are is a list of the projects:

1. **First Scottish Rural Parliament:** engagement and structure
2. **Health & Social Care Integration**
3. **Village Response to Development**
4. **Fife Diet: The Next Level**
5. **Young Crofters:** Community Launch Event
6. **Social Innovation** at the Heart of the Scottish Economy
7. **Hungry for Rights of Hebrideans**
8. **Revitalising the Kirkintilloch Development Trust**
9. **Corporate Workforce Relationships:** Join the dots conference
10. **Volunteer Mentoring:** how to involve the wider community
11. **Sustaining the Momentum of Participatory Leadership**
12. **Indigenous Communities:** Responding to Crisis



Next Steps



On the final day the organising team and the some of the sponsors for the event met and began to plan some next steps that could build off the momentum generated by the event. It was clear three key areas needed focus:

Capacity Building - *How can we best support current practitioners and offer more training in participatory leadership?*

- Another open enrollment training in Summer 2014
- Internal training in government and other key institutions to support culture change towards greater engagement and participation.

Strategic Interventions - *Where can we apply participatory leadership to build credibility, raise visibility and prove it can get results?*

- Potential engagement with Scottish National Health Service
- Ongoing support for the twelve projects identified at the training

Strengthen Mandate - *How can we work with senior leaders and decision makers to create potent conditions for innovations to succeed?*

- Senior Leaders awareness days on Participatory Leadership
- Further establish and actively support champions within government

More Information:

Upcoming events include an open enrollment training on **Participatory Leadership in Scotland, June 25-27 2014**

A full summary of events, videos and other resources are available at: www.aohscotlandharvest.weebly.com

More information on the Participatory Leadership and the Art of Hosting can be found at: www.artofhosting.org

"During my years in the pharmaceutical industry we were all trained to death and I have been lucky enough to have attended many courses. I can say from my heart last week's course was the best course I have ever attended, thank you all. I am really looking forward to work with others and practice the skills of Participatory Leadership."