

Issue #29, March 2011

This Issue

1. **Self Directed Approaches and people with disability from culturally and linguistically diverse backgrounds**
2. **Leadership and relationships at work**

Self Directing Support in CALD Communities

In our September 2010 issue 27 of the quarterly we raised the issue of self directing support for people with disability from culturally and linguistically diverse backgrounds.

We are now please to announce that LDC Group in partnership with DnD – Diversity and Disability will conduct a workshop on **27 May 2011**. See the attached flyer for details.

Reflection in Action – an invitation for leaders in community organisations to begin a dialogue to explore and develop supportive and enabling relationship in a learning group

What does leadership mean for your relationships at work – those you lead and those who lead you, your relationships with other organisations with whom you partner in your work, with government agencies, with peers and with consultants?

There are so many relationships at the centre of any leadership role. And the ability to build and sustain robust relationships is so central to leading well in the complex organisations in which we all work. It is also the aspect of leadership that challenges us continually and we often feel on less than solid ground.

Then there is the relationship with yourself – your knowledge of self, your habits,

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reactions, assumptions, beliefs about you capability and about your organisation.

When we work with clients – who are leaders from all kinds of organisations, it is invariably these questions that occupy our thoughts and reflections.

Here are some stories that illustrate:

- A client who has been a CEO for a small organisation, now a senior manager for a mid-size health organisation for some seven years, missed out on a job in a new restructure because his relationship with his direct report was not as good as his peer relationships with that same person – and they incidentally did get roles in the new structure. Yet this person is very highly regarded in his sector, with his peers and with his partner agencies, and with his staff.
- A group of people trying to lead change within their service sector in order to improve outcomes for their consumers are working on how to lead as a group; how to engage large numbers of people to embrace the change; and how to ensure the process is genuine,

transparent, reflective and provides learning opportunities for all. The multifaceted and multilevel relationships that are the foundations for building trust and respect within the sector are critical for real change to occur.

- A group of managers engaged in developing new approaches to collaborating in the acute health sector where because of the history, culture and embedded professional boundaries, collaboration is particularly difficult but utterly essential. Renegotiating relationships across boundaries to achieve the practice change and outcomes so badly needed is especially challenging.

What is the same in these stories is the issues of relationship – the ability to establish mutuality, trust, and openness sufficiently enough that my clients can contribute as fully and creatively as they can. Instead their relationships are hampering them, and everyone misses out. They do – they don't get to reach their potential, the organisation misses out on their creativity, and inevitably

the clients/consumers of the organisations miss out.

We wonder about this and have questions in our minds ...

- What does it mean to be a leader right now?
- What questions are leaders asking?
- Where are they finding the answers?
- What is really important; what matter most to leaders?
- What skills and capabilities do leaders say they need?
- What are the activities that seem central to the leader's role?
- How are leaders crafting their skills?

We are interested in the answers to these questions and in the stories of leaders that might inform these answers, and we are interested in creating spaces for leaders to share their stories and answers with each other.

Recently we ran a 'space' for CEO's of small, NGO's in which they could come together in just this way, and their

experience of that was overwhelmingly positive: to discover that they have shared experiences, to put questions out for dialogue and reflection and get ideas for action, and most importantly to develop supportive relationships themselves that bolstered them in negotiating all the other relationships their leadership required of them.

We believe that the space for finding these answers lies in bringing leaders together, not so much a training space or conference or network breakfast, but rather, reflective spaces that are free from a specific agenda but facilitated in ways that focus the dialogue on sharing stories and finding answers and supporting leaders to find the answers they seek.

LDC Group and its associates Sallyanne Miller and Anne Smyth are interested in exploring leadership and relationships in community organisations. We are inviting people in leadership roles in their organisations to take part in an initial dialogue about key issues that could be considered and discussed within a learning group. If you are interested in participating please email Kathy Maher: Kathy@ldc.net.au to indicate your interest.

LDC QUARTERLY

a complimentary newsletter distributed electronically to individuals & organisations on the LDC Group email list

www ldc.net.au

LDC Group Associates

The LDC Group core team also works with a network of associates with specialist areas of expertise. Sallyanne Miller and Anne Smyth are LDC Group associates with extensive experience in organisational development and leadership development.



Sallyanne Miller

Sallyanne's unique approach to developing leadership capability arises from an eclectic distillation of practitioner, academic, consultant and therapist. She uses reflective processes to develop personal and organisational awareness and partners with clients to tailor the development and design of programs to meet their specific needs. Sallyanne's experience includes 15 years in the finance sector, in human resources and organisation change; 10 years as an academic teaching management and leadership; and over 10 years as a consultant.



Anne Smyth

Anne works with managers and leaders to help them strengthen their capability and develop the skills and confidence they need in their roles. Over a 30year period, she has worked as human resource and organisational change practitioner in the public sector, as an action learning based leadership and organisational academic at RMIT University and as a consultant in the health and community sectors. Her consulting work is informed by the blend of practitioner, teaching, research and consulting knowledge and insights gained from these roles. She uses reflective practice and action learning approaches so the clients she works with are fully engaged in the collaborative effort of reflection and action that is so crucial to learning that makes a difference.



Notice Board

Self Directing Support in CALD Communities
– Workshop 27 May 2011, 9am – 1pm. See attached flyer.

Association for Qualitative Research
Conference in Cairns August 23, 24, 25, 2011
– www.aqr.org.au

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LDC Group Website: www ldc net au

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