



It's all about relationships.

“Love, then Play, then Work Love comes first.”

Colwyn Trevarthen

My journey in organisations



This is so awesome!!

This will be fun

This is harder than I thought

This is going to be a lot of work

This is sucks I have no idea what I'm doing



**Belief / Persistence
Friends + Humor**

Dark swamp of despair

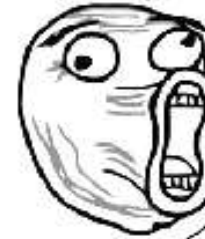
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Hmm...

Quick, let's call it a day and say we learned something

Ok, but it still sucks

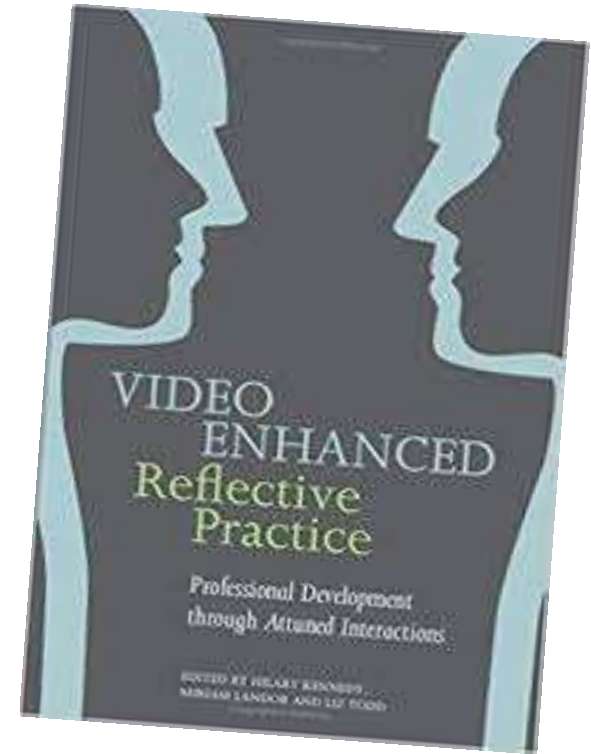
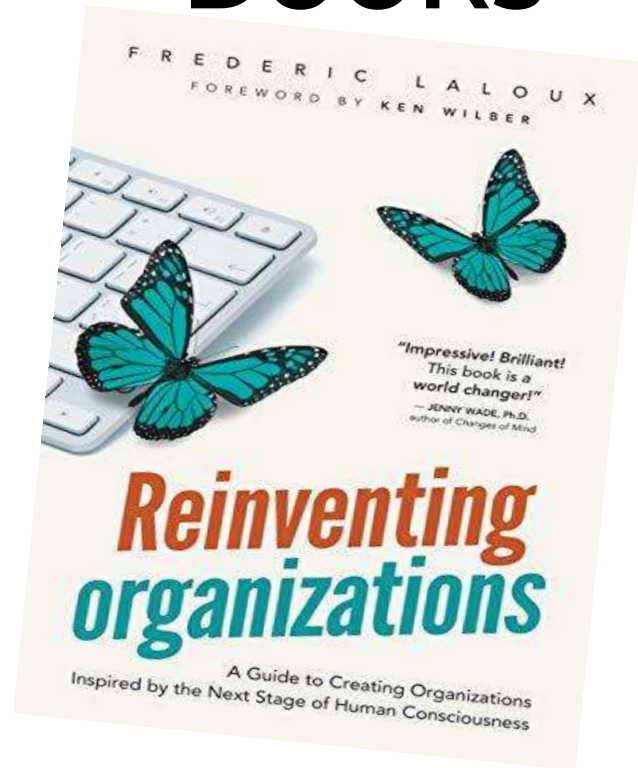
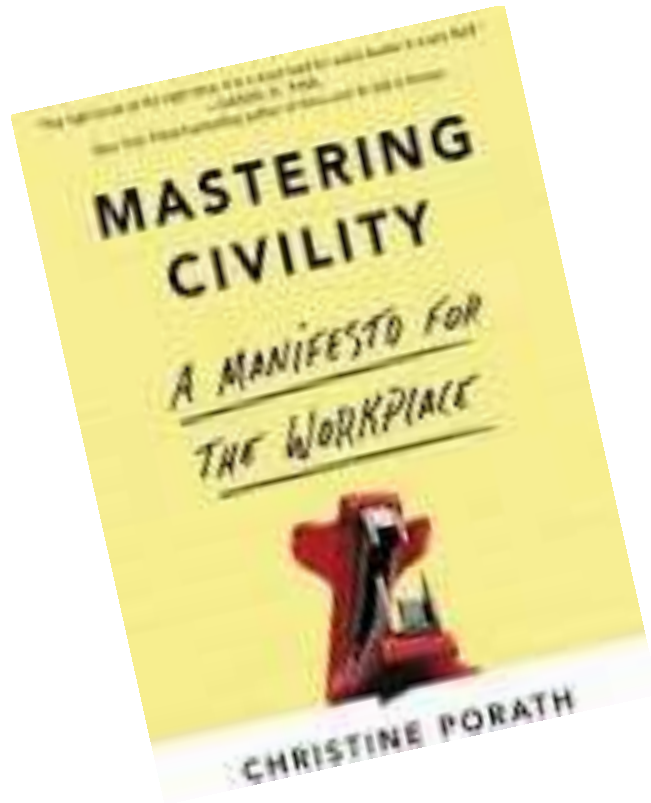


Hey!

Fk yea**



Books



Mastering Civility, A Manifesto for the Workplace. Christine Porath. 2016 Grand Central Publishing

Reinventing Organisations. Fredrick Laloux. 2016 Nelson Parker

Video Enhanced Reflective Practice, Professional Development through Attuned Interactions.
Kennedy H., Landor M., Todd L. 2015 JKP

Theory



Nested intersubjectivity

(Video Enhanced Reflective Practice p 27)



Intersubjectivity has three components:

Shared emotion/affect (attunement) - mutually create, match and share their affective/emotional state.

Shared attention - Joint awareness.

Shared intention - Each person wants to be known; wants to enjoy, wants to learn = cooperation.



AVIGuk

Values and Beliefs

RESPECT TRUST HOPE COMPASSION
COOPERATION APPRECIATION
CONNECTIONS EMPATHY

Video Enhanced Reflective Practice p20



- Everybody is doing the best they can at the time
- All people, even in adverse situations, have the capacity to change
- People have an innate desire to connect with others
- People must be actively involved in their own change process
- Affirmation and appreciation of strengths is the key to change
- Recognition and empathic regard for what people are managing builds trust.

Attunement Principles



Self assessment.

Several levels where we need to be attuned.

- To address the needs of the children
- To address the needs of the parents
- To make a connection between the wider systems and the family system
- To connect with other professionals and the team

“The true meaning of the organisation is not to deliver education or care. It is a deeper level. It is about the meaning the care has in the life of the other person”.

Wouter Hart

Play video



Staci Kenny

Mother and Student



“Estelle is not my worker - she is my best friend”

“We are building my family together”

“ I trust Homestart. I am not so scared anymore”

“It’s the best think that’s ever happened in my life”.

“I have learned a lot about child development”

“I am on an access to nursing course.”

VERP project in primary school in England.

Governmentally constructed educational target driven culture.

Educational goals for children and targets for themselves

Staff insecure, preoccupied and overwhelmed with issues of development.

Post intervention, more confidence in their own interactions and effect on the children.

Met their own targets and goals for children.

Discuss an example in your own work situation where the system world dominates your work.

Try to think what you need to be in charge of your own situation?



Love, then Play, then Work...Love comes first.



Love	Play	Work
values	enjoyable activities	teaching/training
relationships	self directed	meetings
care	attunement	assessments
purpose	social groups	reports
emotions	creativity	admin.

What can we influence?



Activity 3

Civility self assessment

Some thoughts on what we can influence

- Self assessment
- Self development
- Coaching and mentoring
- Mindfulness
- Keeping open to change and flexible
- VERP
- Reflective practices