



&


Strengths
Workshop

A Presentation for the SCiO Autumn Open Day 2016
Workplace Learning Groups: Two Perspectives

Welcome

	Profession	Location	Name of Group	Find us at:
Tim James	Healthcare Commissioner	Bristol	Systems Thinkers Anonymous	www.systemsthinkersanonymous.com hello@systemsthinkersanonymous.com
Mike Haber	IT Operations Change Team Leader	Nottingham	Strengths Workshop	www.make10louder.co.uk mike@make10louder.co.uk

Structure

	Meetings	How Long	Core Members	Wider Engagement	Hierarchy
	1 hr per week Thursdays Lunch	6 months	13 members Typically 6 - 8 Various levels	Special guests Blog engagement Cross organisational Branding is helpful	Try to avoid it “safe” space
Strengths Workshop	1 hr per week Tuesdays Lunch	10 months	7 members Typically 4-5	Tight group Blog write-ups Difficult to add new members	Created a safe space Lean Coffee

Boundaries



Strengths
Workshop

Geographical

Organisational

Subject Matter

North Somerset
& Bristol

Healthcare and Public Health
Commissioning Organisations

All things Systems Thinking,
System Concepts, SSM, VSM...
[Burge Hughes Walsh](#)

Nottingham

Information Services to Uni

Clifton Strengths Finder
Clean Language
Non Voilent Communication
Chimp Paradox
VSM, CAS

Purpose

Learning

Fellowship

**Personal
Capability**

**Organisational
Capability**

**Personal
Fulfilment**



✓

✓

✓

✓

✓

**Strengths
Workshop**

✓


✓

✓

✓

✓

Context

	Other Options	Culture	Management Support	Type of problems
	Nil. No training budgets	Public Sector - Command & Control	Nil - We've just done it. Organisation in strife.	Commissioning Services across multiple organisations
Strengths Workshop	Zero. Proceed until apprehended	Public Sector C&C but with 80% systems knowledge	Zero, but with increasing reach.	Vanguard OU Systems Systems Dynamics Philosophy

What's Emerging



Feedback

Difficulties

We're using it

Future?

Fun & useful

Not for everyone

Organisational Comms

Keep learning

Constant
discussion

It is a lot of work

Involuntary Isolation

Support one another

Commissioning for
Outcomes

Keep ownership

Strengths Workshop

People
apologise for
not turning
up...

Hard to write up
Career limiting
to go back to the
real world

Clean modelling

Use of Clean where
possible.

Sarah used in successful
job interview, also used
with Families

Avoid management
control.

Start another group,
another lunchtime, use
with team members
