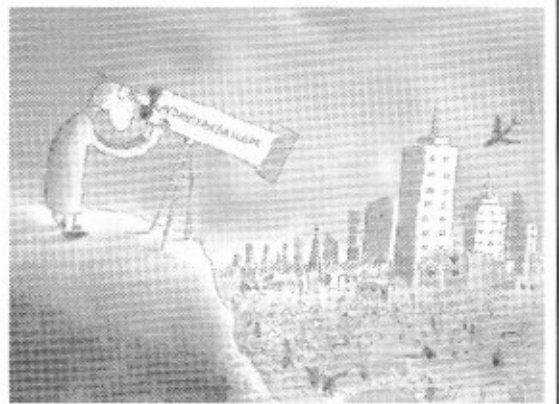


Values and Vision



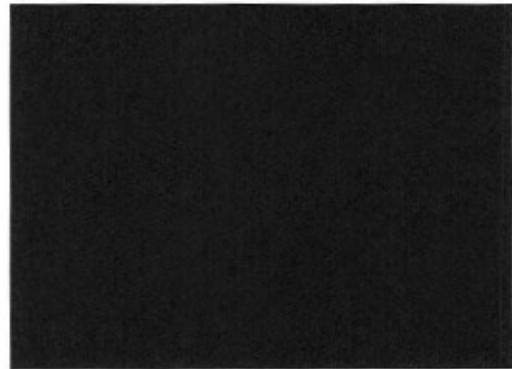
A presentation by Heather Simmons
H2 Training and Consultancy
San Diego
April 2014



Building the ship as we sail it...

Kay Ryan

The first fear
being drowning, the
ship's first shape
was a raft, which
was hard to unflatten
After that it didn't
happen. It's awkward
to have to do one's
planning in extremis
in the early years -
so hard to hide later;
sleekening the hull,
making things
more gracious.



Mindset and Intention are crucial

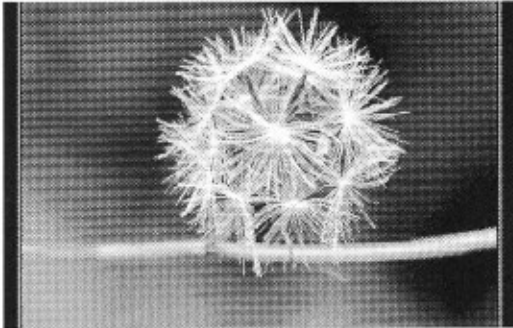
'You are responsible for the
energy you bring in to the
room'

Mindset and Intention are crucial

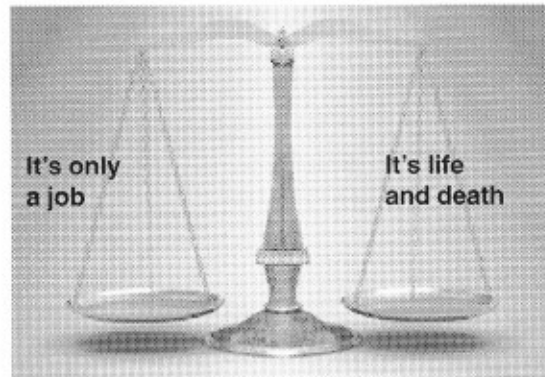
The outcome of any
intervention
IS IN DIRECT RELATION TO THE
INTERIOR CONDITION OF
THE INTERVENOR

Peter Block

Delicate Balancing Act



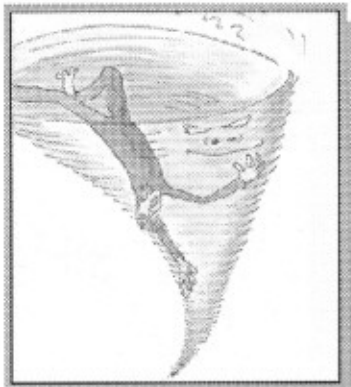
And here is why...



**Everything today is framed
through the
lens of possibility...**

with thanks to Ben Zander

The Art of Possibility
Excerpt of Zander at Davos, 2009



Downward Spiral Thinking...

This will
never work...
We've tried
this before...
She'll never
change...
This is
useless...
It's your
fault...
You don't
understand...

For YOU...

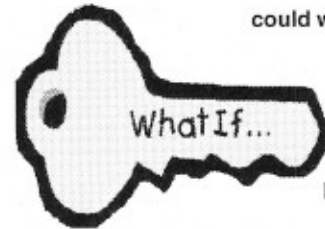
What do you hear yourself say when
you're in that 'downward spiral'
place?
Think about where that comes from...

POSSIBILITY THINKING...



maybe?

could we?



perhaps?

I wonder what would happen if...?

For You...

What gets in the way of you thinking in terms of possibilities?

Is there one situation that you currently think of as being 'impossible' that you could apply possibility thinking to and see where you end up?

Lives of distinction...

NOT about Disability

ALL about INCLUSION

'...being at ease in the presence
of difference'

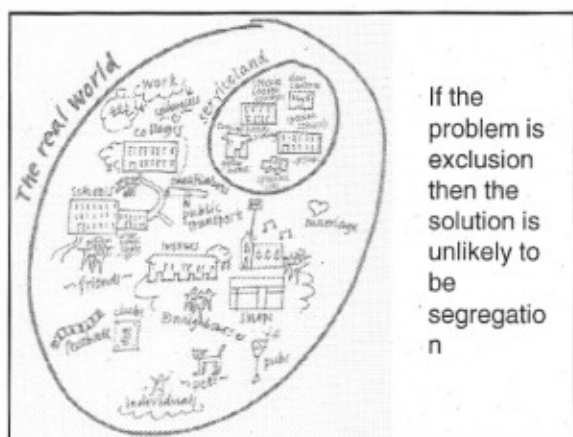
Pete Ritchie

Exclusion – the precondition for misery, loneliness and trouble



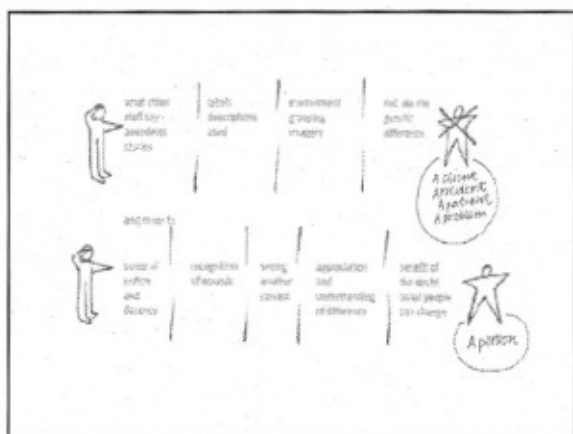
The precondition for learning
and happiness...





"You can build a ramp to get anyone into a building, but it truly is the attitude that facilitates real inclusion. If the people inside the building don't see the value of the individual and don't want them there, then true inclusion does not happen.

Christina Smith, The Arc of the Mid-Ohio Valley



All of this based on values...

- Something you hold dear
- A strong belief
- A principle
- Some measurement of worth

Starts with Values...

What's your theory about this person?

What's the story you tell yourself about them?

What do you believe about them and their place and value in the world?



•As a group...tell the story this photograph suggests to you.

•Just a few sentences...

•What made you suggest those particular ideas?

•Where did your ideas come from?

Take a couple of minutes...

Think about your values...the things you hold dear...

In no more than 30 words, write a statement of your values...try and avoid the 'Miss World' answers...

Take another couple of minutes...

What qualities and skills do your particular values and beliefs about the people you work with call out of you...

How do they 'show up' in your work?

The Values of Inclusion

- Everyone is born in
- All means All
- Everyone needs to be in
- Everyone needs to be with
- Everyone is ready
- Everyone needs support – some more than others
- Everyone can communicate
- Everyone can learn

The Values of Inclusion (cont'd)

- Everyone can contribute
- Together we are better

We do not believe the world would be a better place if everyone is the same. We believe that diversity does bring strength and that we can all learn and grow by knowing one another.

Reflections

- Which one of the Values of Inclusion resonates with you and why?
- To what extent do you act it out in your day-to-day work?
- Throughout the day, track this value in all that you hear...how does it apply? What would it look like?
- If you like, add your thoughts and comments on the 'graffiti wall'



The motivation/purpose of any work in human services...

To create...

MEANING

HOPE

POWER

ENERGY

So...

no magic tricks...no
formulas...no
templates...no
checklists...

Lots of...

Thinking...listening...reading...talking...tryi
ng...learning...reflecting...openness...

*attempts at...humility and
graciousness...giving up
control...suspending judgment...sharing
power...really walking the walk...*

laughing and crying and frustration and
walking with people and refusing to give up
and working things out and loving and
kindness...

Hope is definitely not the same thing as
optimism. It is not the conviction
that something will turn out well, but
the certainty that something
makes sense, regardless of how it turns
out.

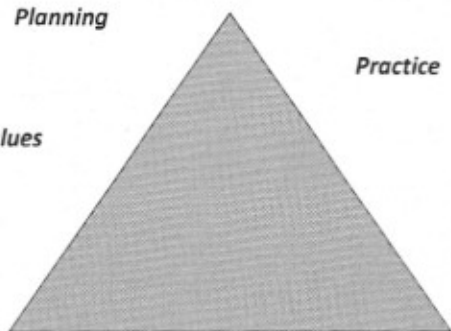
Vaclav Havel

The Simmons Triangle

Planning

Practice

Values

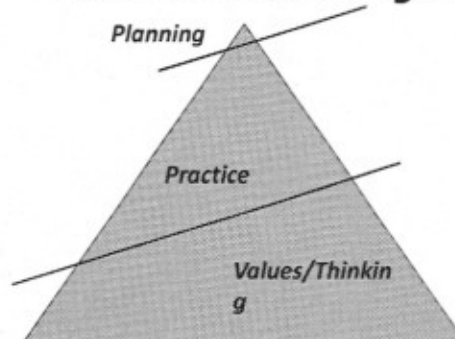


The Simmons Triangle

Planning

Practice

*Values/Thinkin
g*



People get the services WE
(society) think they deserve

What if you believed that...

People with disabilities are
citizens at risk of exclusion

?

Some of the issues...

- Power and Control
- Choice
- Managing proximity vs maintaining boundaries

POWER, STATUS AND KINSHIP

People's quality of life, their sense of identity and their safety is closely connected to

- *The power they have*
- *The status society confers on them*
- *The strength of their kinship network*

STATUS – where it comes from...

- *Membership of particular groups*
- *Roles and responsibilities within particular contexts*
- *Talents/Integrity/Courage/Personality*
- *Particular actions or achievements*
- *Conduct over a long period of time*

Let's not forget about POWER...



POWER - where it comes from...

- Physical strength
- Control of resources – money, facilities, organisations
- Who you know
- Legal authority invested in them by the state
- Particular skills
- Force of their personality

In my experience...

- Choice is largely misunderstood
- Equated with people doing whatever they want
- Often a lazy, sloppy excuse for not doing anything



The work is about Relationships...

**The best work is done
when people care about
each other...**

It's about relationship...

Finding out about the person isn't enough...

We need to understand who we are in relation to that person...

**"If you don't know who I am
And I don't know who you are
Then a pattern that others have
made may prevail in the world"**

William Stafford

**The best work is done when the
organisation finds ways to support
those relationships rather than
build walls and barriers and
'boundaries' that keep people
apart**

'We need to find ways to manage proximity rather than maintain barriers and boundaries'

Jacques Pelletier

Learning to Listen

If you want to work with me you have to listen to me

But you can't just listen with your ears because it will go to your head too fast...

If you listen slowly, with your whole body,

Some of what I say may enter your heart

Christine Meyer

So...

no magic tricks...no formulas...no templates...no checklists...

Lots of...

Thinking...listening...reading...talking...trying...learning...reflecting...openness...

attempts at...humility and graciousness...giving up control...suspending judgment...sharing power...really walking the walk...

laughing and crying and frustration and walking with people and refusing to give up and working things out and loving and kindness...



What would it take for us to rediscover the revolutionary in our ideas and to stand with that?

Just in case you're getting scared...



- Stay awake
- Say what you see
- Ask questions
- Question answers
- Look out for each other
- Seek excellence
- Delight in distinction

Hope is definitely not the same thing as optimism. It is not the conviction that something will turn out well, but the certainty that something makes sense, regardless of how it turns out.

Vaclav Havel

A better economic and political model is not something that can be designed and introduced like a new car.

If it is to be more than a new variation of the old degeneration it must, above all, be an expression of life in the process of transforming itself.

A better system will not automatically ensure a better life. In fact, the opposite is now true: only by creating a better life can a better system be developed.

Vaclav Havel

Hope is definitely not the same thing as optimism. It is not the conviction that something will turn out well, but the certainty that something makes sense, regardless of how it turns out.

Vaclav Havel

We pray for the fragile ecology of the heart and the mind. The sense of meaning. So finely assembled and balanced and so easily overturned. The careful, ongoing construction of love. As painful and exhausting as the struggle for truth and as easily abandoned.

Hard fought and won are the shifting sands of this sacred ground, this ecology. Easy to desecrate and difficult to defend, this vulnerable joy, this exposed faith, this precious order. This sanity.

We shall be careful. With others and with ourselves.

Michael Leunig