

Moving to a culture of sharing success through Appreciative Inquiry

Project aim



- › For the North Lincolnshire Safeguarding Adults Board Area to develop and embed a culture of recognising and celebrating success

What is appreciative inquiry?

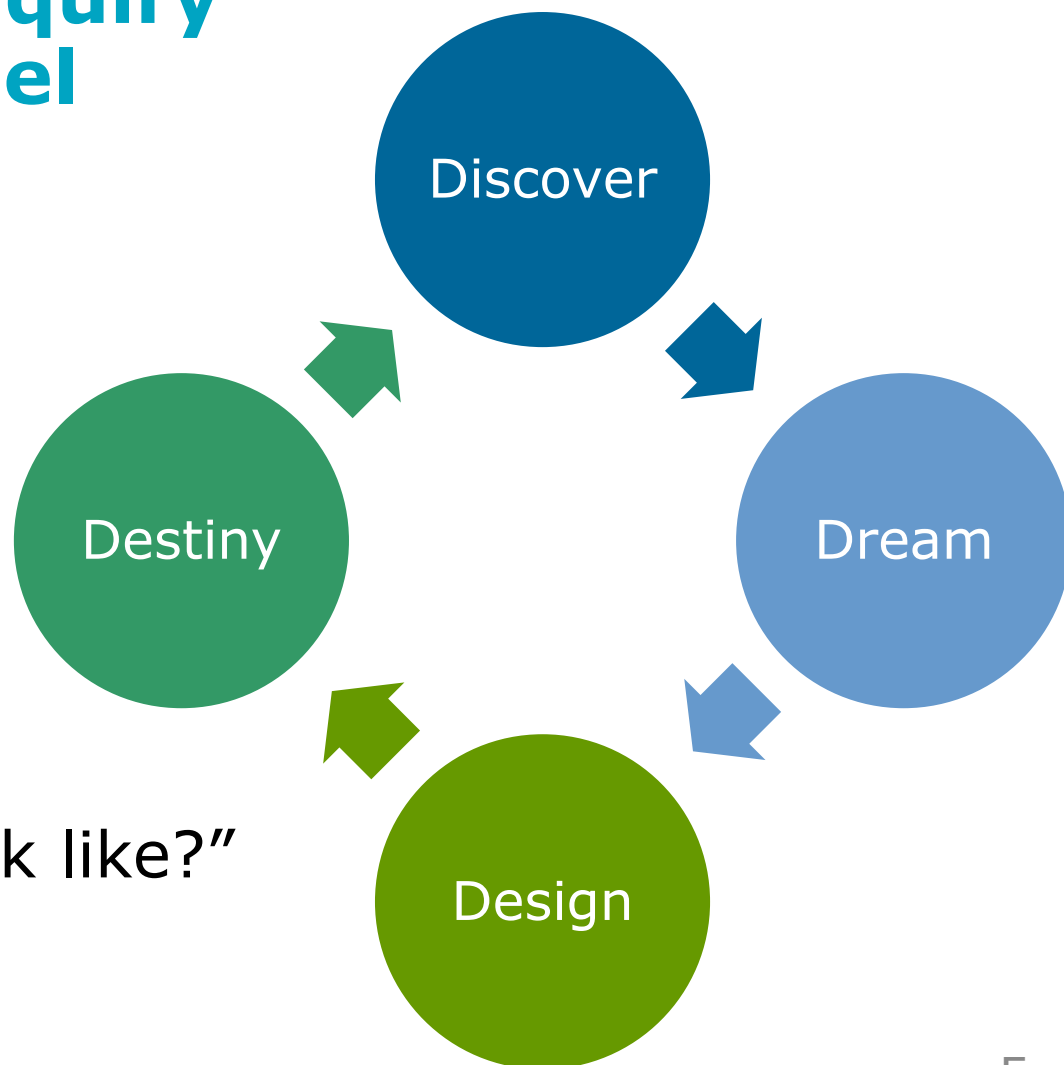
- › Focusing on what we are doing well
 - Building on success
 - Inclusive
 - Everyone learning together
 - Designing a future together

The Appreciative Inquiry process

Involves three stages (as defined by Rose & Barnes, 2008):

- > Exploring essential features of participants' experience of existing best practice
- > Collectively developing a shared vision of most desirable practice for the future.
- > Working together to develop, design and create this practice, with changes occurring from the very first question asked.

Appreciative Inquiry The 4D model



Asking

“What works?”

“What does success look like?”

What has this project been doing so far?

- > Discovering- finding out from different people and organisations what “Good” looks like in terms of practice with people as well as thinking specifically about Safeguarding

Key Themes from Discovering

- > Planning (and lots of it)
- > Building relationships
- > Keeping the person at the centre
- > Providing time for learning and sharing good practice
- > Individual stories show what people value

Things that matter to people

- › Being part of a community and maintaining social networks
- › Being able to contribute, feeling useful
- › Having control over daily life
- › The value of the workforce, how people are
- › Having accessible information

Ways of working

- > Learning from success, finding ways to share the learning
- > Good communication, sharing information (appropriately)
- > Working positively together creating changes in ways of working
 - Identifying specific topics to focus on e.g. Modern Slavery, Self-neglect or Domestic Abuse

What are we doing next together?

- › Using the workshops this afternoon to do these two activities
- › **Imagine how good it could be-** *what the future would look like if you could wish for anything ('miracle questioning' Keep focus on if dream/aspiration came true what it would look like. Think how the system and culture would change is designing?).*
- › Designing- How we can take the best of the past into creating the future (building from success, SMART goals to embed the stories of success/what worked into the system and culture)

And then after today

- > **Delivering/committing to what it will be-** putting into place some clear actions and planning to support changes for North Lincolnshire