

Where do we go from here?

Learning from the response to Covid19 to help build a new normal

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What we know

Public services are under immense pressure

Looming recession

The pressure of lockdown & effects of Covid19 is not shared equally

Centralisation and command & control are core operating principles for the govt.

Increased attention on the role of public services

Questions about which parts of the economy we invest in & value and why

We *all* pressed pause, a collective effort

Increasing demand for local responses to local challenges

What we see

A shared & urgent purpose with residents at the heart

Meaningful and relevant monitoring

Higher levels of trust, flatter structures, quick to act

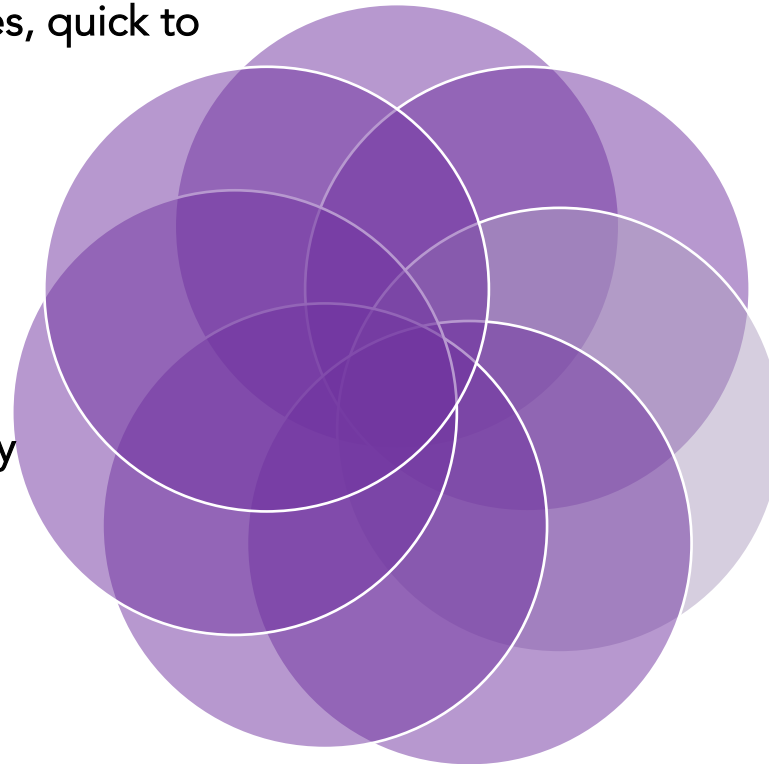
A focus on adaptation and iteration through doing

Permissive & system leadership, humility

Orgs blurring traditional silos and collaborating, at pace

Open lines of communication that are transparent and inclusive

Deeper connections, prioritisation of reciprocity and care



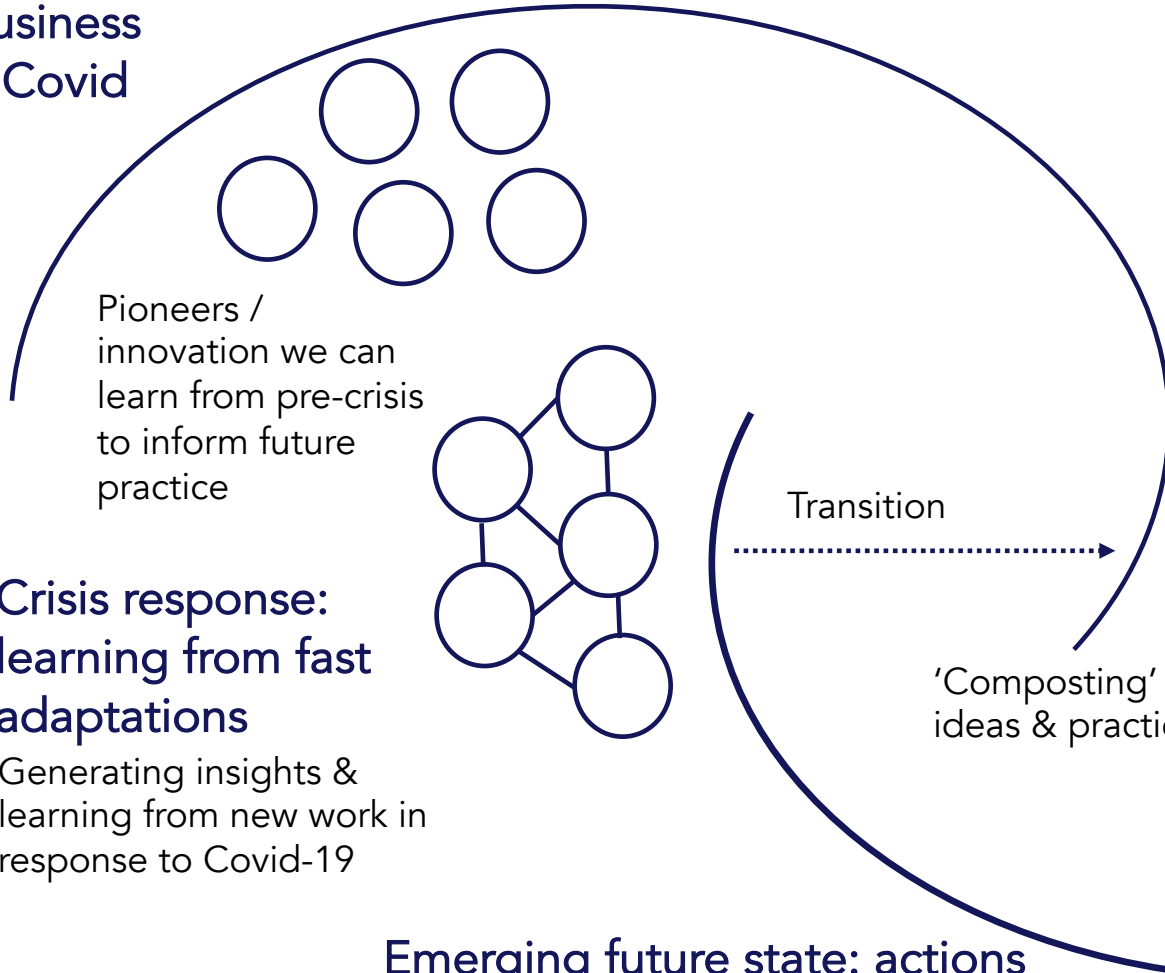
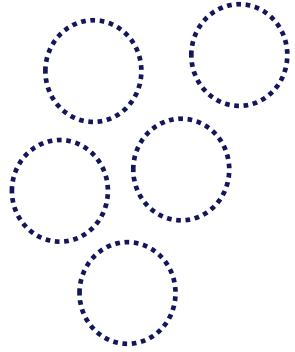
What we've heard from funders

- Many funders have radically changed their way of working in response to COVID
- Sector leadership has demonstrated a new way of supporting and providing infrastructure to places and communities
- Trust became the main currency
- This work during Covid is leading to conversations about how funders operate in the longer term (core funding, for example)

What we think

Understanding the 'liminal state'

Dominant paradigm/business as usual pre Covid 19



Pioneers / innovation we can learn from pre-crisis to inform future practice

Crisis response: learning from fast adaptations

Generating insights & learning from new work in response to Covid-19

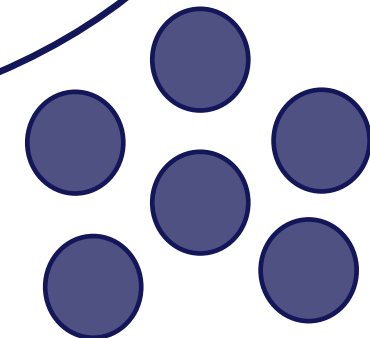
Transition

'Composting' old ideas & practices

A deliberate process: visualisation to show how we can use learning now to shape a 'new normal'

Future state

Strengthening the 'new normal'



Emerging future state: actions to shape a new normal

- Identifying and building the conditions for sustainable change
- Increasing the cohesiveness of the new & emergent ways of working
- Invest in the elements that continue to push us towards the 'future state'

System transition

- Transitioning from one state to another: increasing the cohesiveness of the new system.
- Putting tension on the system, amplifying actions to stop the system reverting back
- Creation of a new state by reaching a threshold & investing in the conditions to support and stabilise the new system

Could the Collaborative Society framework act as a map or compass for this process of transition and renewal?

A FRAMEWORK FOR A COLLABORATIVE SOCIETY



SHIFTS FOR A COLLABORATIVE MINDSET

From 'I'

From parts

From linear and mechanistic

From competition

From short term



to 'us'

to whole

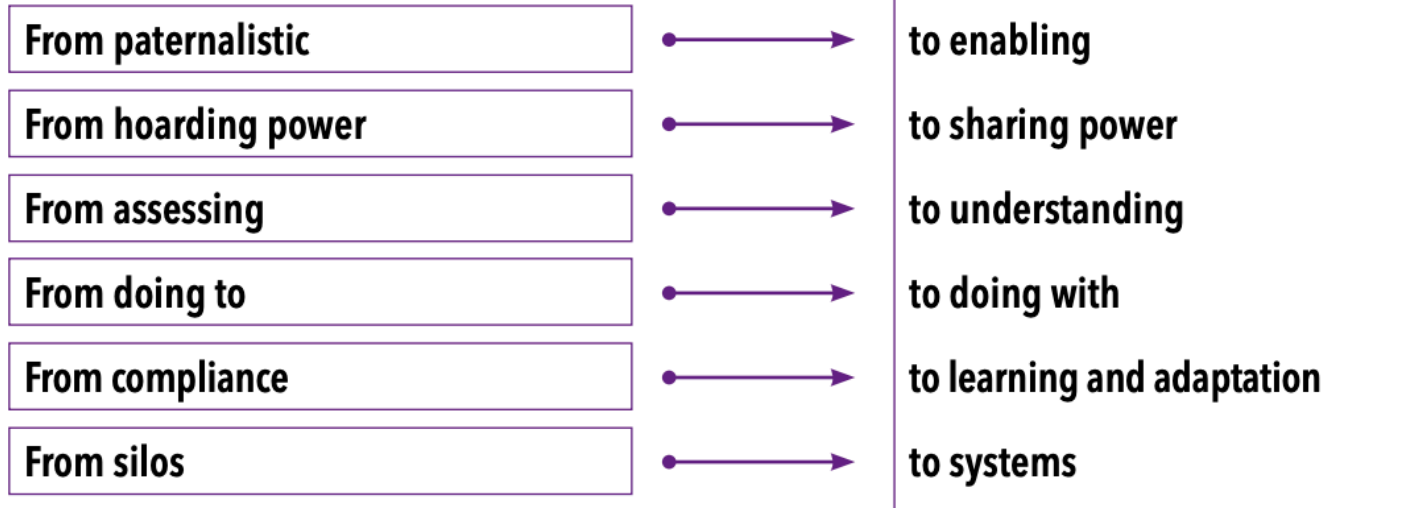
to complex and systemic

to collaboration

to long term



SHIFTS FOR COLLABORATIVE PUBLIC SERVICES AND SERVANTS



SHIFT FOR COLLABORATIVE COMMUNITIES

From them



to us



SHIFTS FOR A COLLABORATIVE ECONOMY

From profit

From outputs

From GDP

From consumerism

From limitless growth



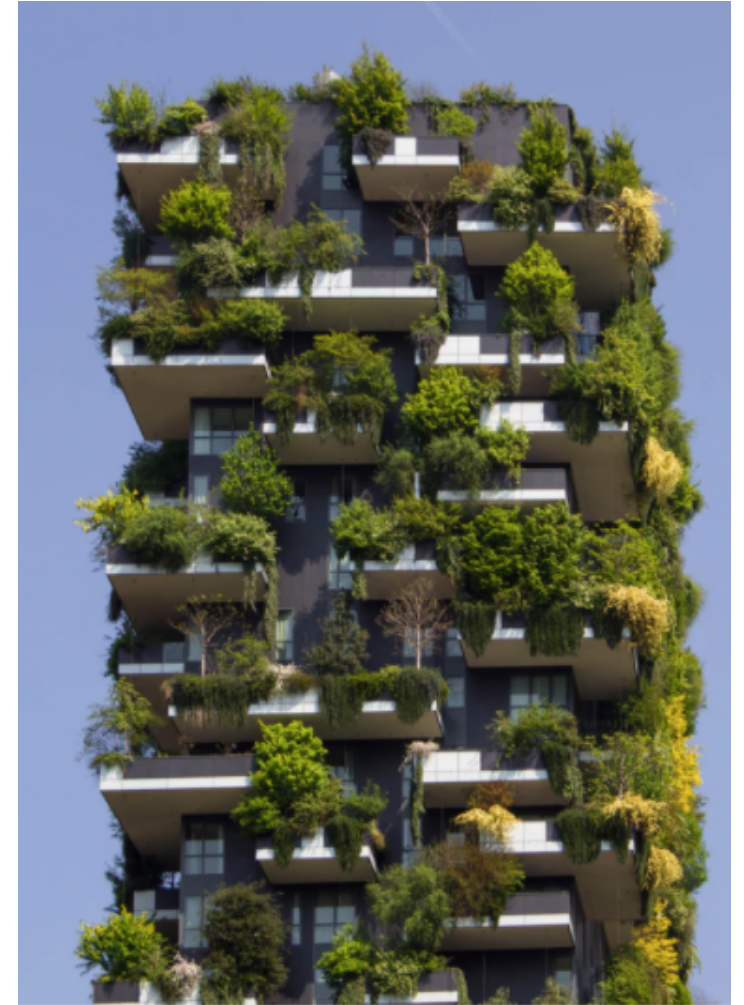
to value

to outcomes

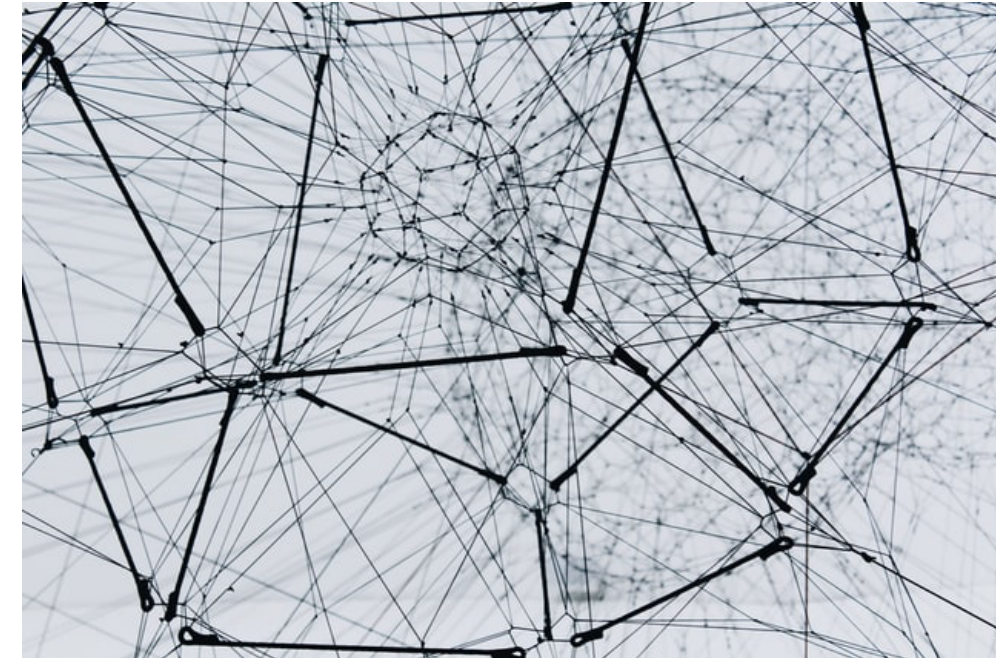
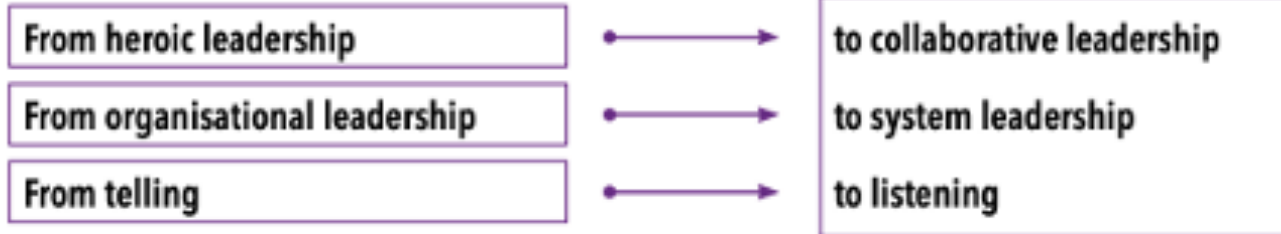
to wellbeing

to commons

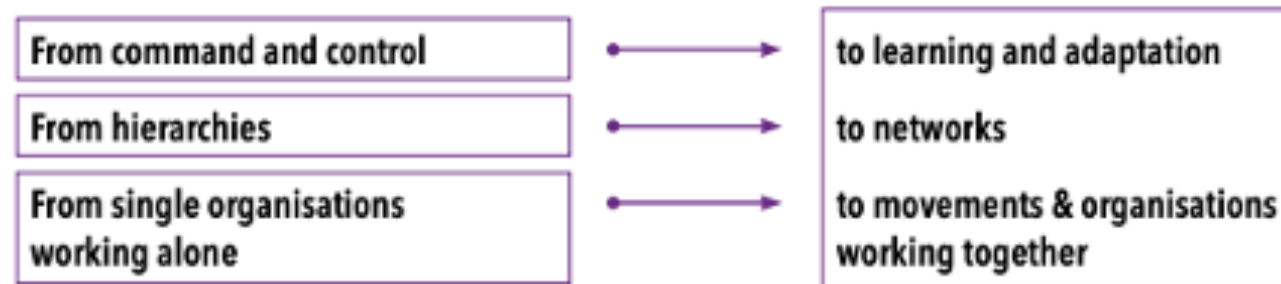
to sustainability



SHIFTS FOR COLLABORATIVE LEADERSHIP



SHIFTS FOR COLLABORATIVE ORGANISATIONS AND ORGANISING



What underpins these shifts?

*'The process you use to get to
the future is the future you get'*

- Myron's Maxim



Human Learning Systems



Variety, Empathy, Strengths, and Trust (VEST)



Learning drives adaptation to improve outcomes



Taking responsibility for the health of the system. Organisations don't create outcomes

Invest in...

Conditions:

- The foundations that underpin change
- The space for innovation and learning; multiple strands of activity in pursuit of a shared aim
- The infrastructure that pulls people and organisations towards collaboration (away from competition)

Coalitions:

- Broad and diverse coalitions of people and organisations
- Share learning and ideas
- Draw in new thinking, look to alternative approaches
- Make the case for collective action

Co-creation:

- Prioritise opportunities for imagination & creativity; the current paradigm is broken
- Engage the unusual suspects. Diversity brings intelligence
- Challenge one another – push the boundaries

Could this begin with...

A coalition of local places and local leaders (incl. funders) asking the big questions about what comes next, learning together, engaging a wide range of unusual suspects in the conversation, beginning to experiment with creating the new normal and taking decisions with intent?



Discussion

- Reflections
- Does this framing help at all?
- What's your appetite to push towards a 'new normal'?
- Where are the live opportunities to learn from and build on?

collaborate
for social change

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