

Sustainable Economic Growth for Regional Australia(SEGRA) Challenge: Spotlight Session 3, 17 October 2013 Change Management and Resilience:

Featuring speakers:

Simon Boughey, CEO Cherry Growers Australia Inc

Natalie Burroughs, CEO Regional development Australia Illawarra

Dr. Grant Cairncross, Senior Lecturer Southern Cross University

Dr. Matthew Parnell, Principal Greensynergy consulting

Tess Slot, Economic Development and Marketing Officer, Shire of Dalwallinu

Facilitator:

Kerry Grace, Director, Evolve Network Australia

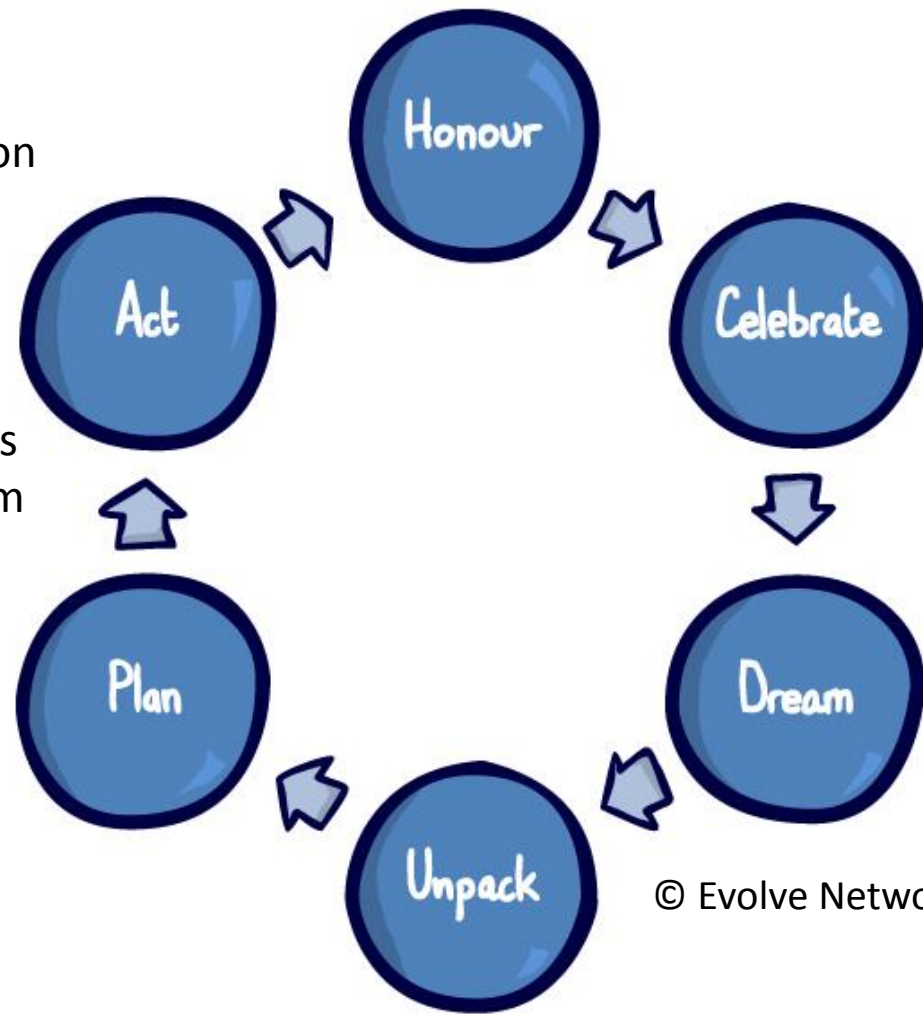
The following information contains notes generated by the audience activity in the session (following the speaker presentations). I'd like to acknowledge the speakers for inspiring the following thinking and the brains trust in the room for developing the following ideas for action.

Go ahead and apply the learning in your community TODAY !!!

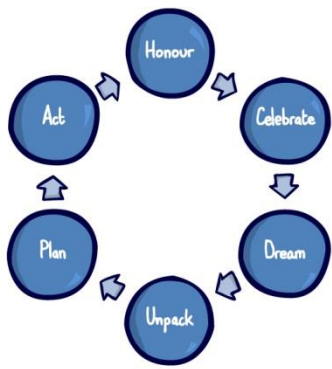


Following the speaker presentations the room utilised the Kickstart model (Evolve Network) as a tool to reflect on stages of building resilience in the community.

Ideas for action at each stage were brainstormed and the following pages demonstrate the toolkit that the room developed...

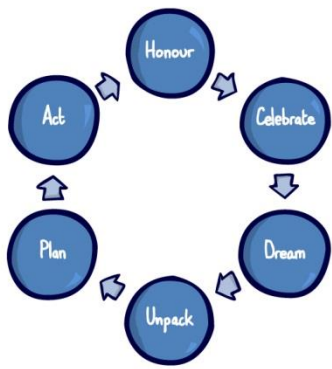


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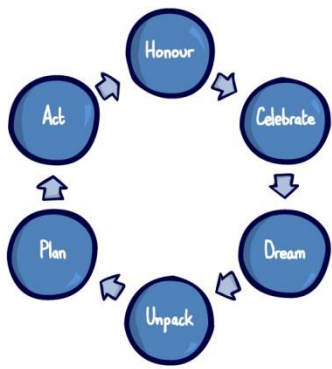
Honour

- Consulting with community and trying to find out who is there and that everyone has a voice
- Recognising that sometimes people aren't willing to step forward
- Tolerance for diversity of ideas
- Reflect the communities values and not yours
- Honouring people's capacity to dream bigger
- Commitment to value what people have contributed
- Mutual respect and trust
- To follow up contribution and recognise that
- Sense of loyalty
- Evaluating the plans and actions – the outcomes and goals



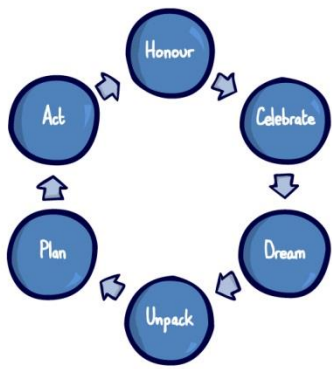
Celebrate

- Inner celebration – using energy that comes from celebrating and recognising subtle change in ourselves
- Enthusiasm which drives and inspires
- Celebrating each step in the process
- Ideas and getting excited
- Recognition
- Different ways of celebration: inner and outer
- Having access to information and sharing with others
- DO IT ! Small and big things
- Way to engage people



Dream

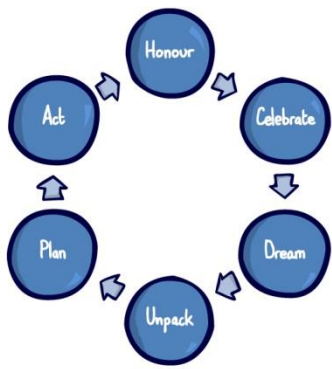
- Creating an environment that fosters dreaming and nurtures people expressing their dreams
- Have trust with community
- Be able to do consultation
- Talking with people
- Finding their ideas, asking opinions
- Big difference between face to face and other ways – depends on the scale
- Different interpretation – how do you make it meaningful



Unpack

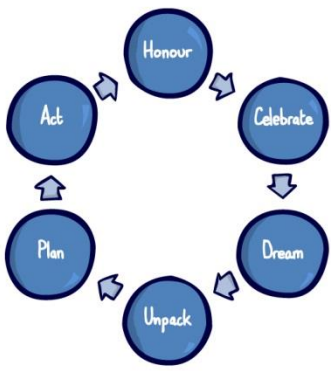
- Trying to help people realise their dreams
- Not hindering or discouraging them from chasing their dreams
- Transparent process
- What is it? What is the first step?
- Are we all committed
- What are we already doing

Plan

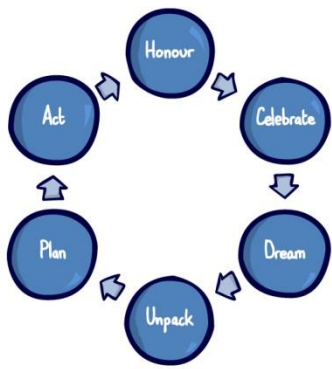


- Total inclusion, include the un-included and identify the resisters (in front not behind closed doors)
- To identify champions to be part of the full process
- Everyone has a role
- No assumptions and no second guessing
- Human level
- Open process
- Deeper and more dynamic communication
- New (and varied) ways for communities
- Multiple events to get changes
- Finding fresh energy
- Need to be flexible
- Need to be creative
- Practitioners who are willing to take a chance to put their creativity into practice
- Involvement and ownership
- Safe fail experiments to really understand the context trying to plan in.
- Time – past, present and future

Act



- To inspire and mobilise the people who can act and be the agents of change
- To have early discussions about how that might happen
- Momentum
- Communicating and collaborating in taking action
- Identifying and mitigating risk at an early stage with calculated amount of risk taking



Like more information and ideas?

Like to know more about the Kickstart model and how it can enable action for you, your team and your community?

Contact Evolve Network at
www.evolvernetwork.com.au

02-6568 1423