

Challenges - Leadership

Pre Event

Event Challenges

Respect frontline staff and their knowledge	Enable children and Young people to talk truth to power	Leaders having different priorities	Too risk adverse. Need to have more confidence to implement and challenge	Wrong prioritisation of funding within local authorities	Getting the messages passed down from leader to frontline staff
Hierarchy of those in control makes making autonomous decisions challenging	Responsibility, accountability representation	Lead by example	Lack of engagement with the workforce	Leadership responsible for set targets within deadlines and consequences if not met	
Involved more children, families, carers	System changes (3)	Differing values/ competing agendas	Systems keeping up with changing mindsets -are systems as trauma informed?	Competing priorities	
Give permission	Politics - things being missed or compromised to meet the service needs over the families we supports needs	Not being Bold enough	Systems and processes. Aligning job descriptions and expectations	Resources and funding impede service improvements	
Sharing power	Culture - opinions blame, environments, decisions, accountability, responsibility	Restrictions in funding role	Have their own agenda - sometimes things are done to reduce cost but are at the detriment of staff wellbeing	Disconnect in leadership/ Heads of Service across NA	
Being open minded	Budget constraints can restrict the correct support	Strategic prioritisation of the Promise - should be at the forefront of policy/ culture of organisations	Prioritisation of funding not being trauma informed	People/ individuas arent encouraged to be leaders in their role	
Listening to experienced staff at all levels, not just the top teir	"managers" are not always the nest leaders	Joint leadership across services agreeing priorities	How do we keep the partnerships a personnel change in organisations?	Leaders appreciating challenges faced by those in the frontline	

Event Solutions

Enable pupil leadership to guide priorities	routine shadowing and engagement with frontline staff	Ensure lived experience voices are heards and have a role within leadership	Vision, aspiration, dont play it safe	To bold , have bold leadership
Permission for all staff to lead decision making and authority at frontline	Dont hide behind legislation	Training mandatory, staff education, SMT time and engagement	Fully understand the impact of decisions. Make people part of the conversation	Take action, follow through. Rights acted on. Challenge, Be proactive, Think more about staff wellbeing
More active, dedicated leadership	Stop organising events to address conflict and politics within the workplace as it can be perceived as aa tick box exercise rather than taking action	Leadership training for staff at all levels	Conference where leaders (in the presence of CE Community) re pledge their commitments and contribute towards an action plan publically - invite MSPS/ Officials/ media	Selective recruitment - get the right people for the right jobs
Embrace change	Fresh ideas/ radical approaches	Staff to be encouraged to be leaders in their role and for training to be offered	Increase opportunities to hear all voices from operational - strategic- leadership roles	More shared leadership
Deliberately and consistently invest in developing leaders and encouraging leadership at all levels	Allow staff at all levels to feel their input is rated and valued	Leaders be present	Curiosity - humility - boldness	Lets try it attitude
Open and frank conversation, feedback and space for discussion	Shared systems	Shared systems accessible to all relevant professionals		