

CULTURE  
EATS STRATEGY  
FOR BREAKFAST  
AND TECHNOLOGY  
FOR LUNCH  
AND THEN...



**The big sticking point...  
culture change**

**in**  **Control**<sup>®</sup>

# Culture change

- Most often stated as the block and barrier to real change
- What do we mean by culture change?
- A presentation and set of discussions to help us think through what we mean and what we need to do.....
- What do you think 'culture change' means?

We all work in services and  
organisation which we would  
explain as child, young person and  
family centred .....so.....

Do we use culture change as a way  
of hiding from what is in reality  
simply 'poor practice'?

Or

Is 'poor practice' part of the  
culture we are trying to change?

Revisit your work on 'culture change' .....can you identify what you might term  
as 'poor practice'?

# Stand back.....

- Think about your daily life, the places you go, visit, spend time.....
- Think of your favourite places to visit, or favourite places to spend time with people
- Share with the person next to you this and think about the 'culture' of that place, setting or service' .....
- Write down 4 or 5 words which describe it.....

If you imagine the culture you want to see what would this mean for the service you manage or work in?

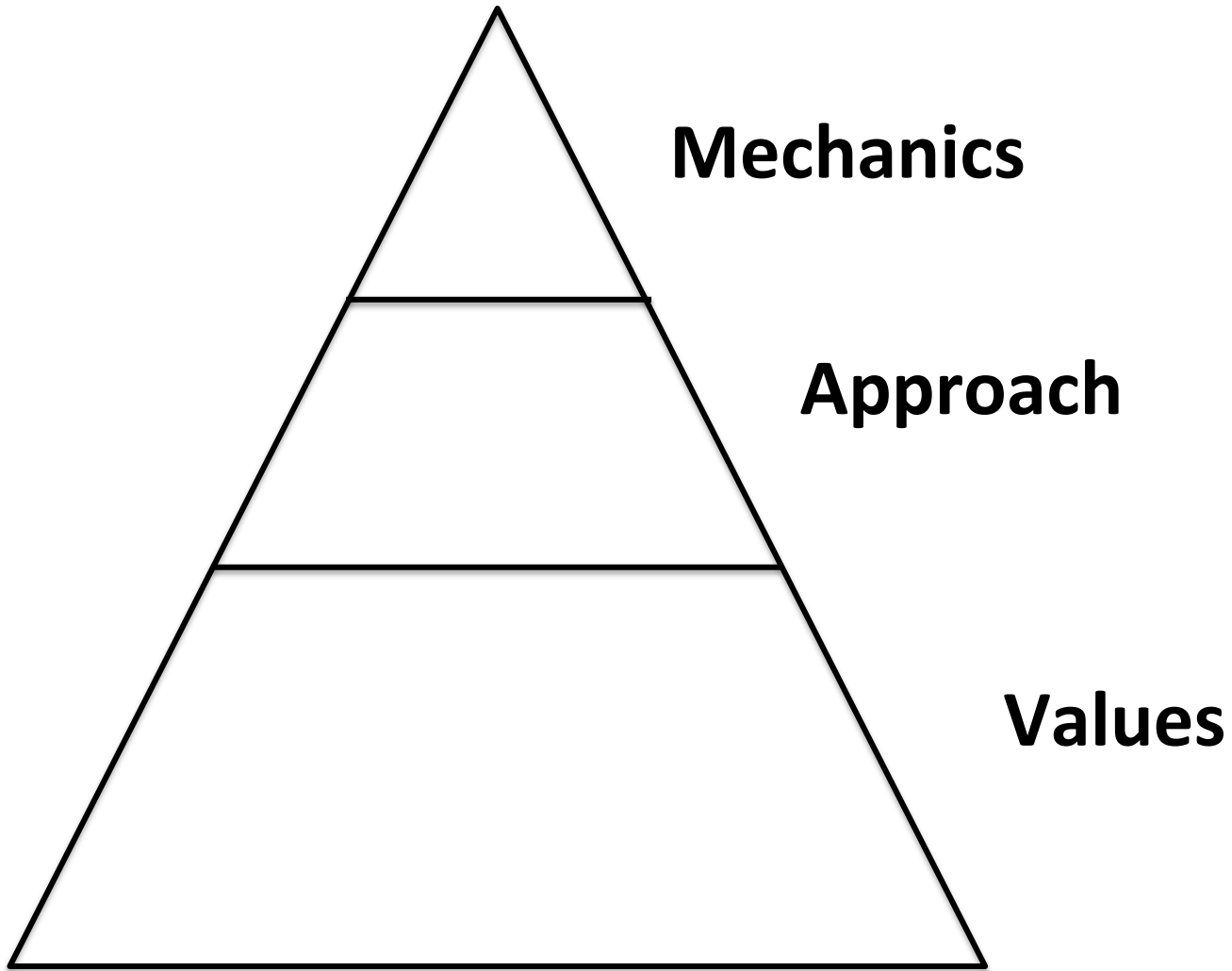
How do we change 'this is how we do things round here'?

# Coffee

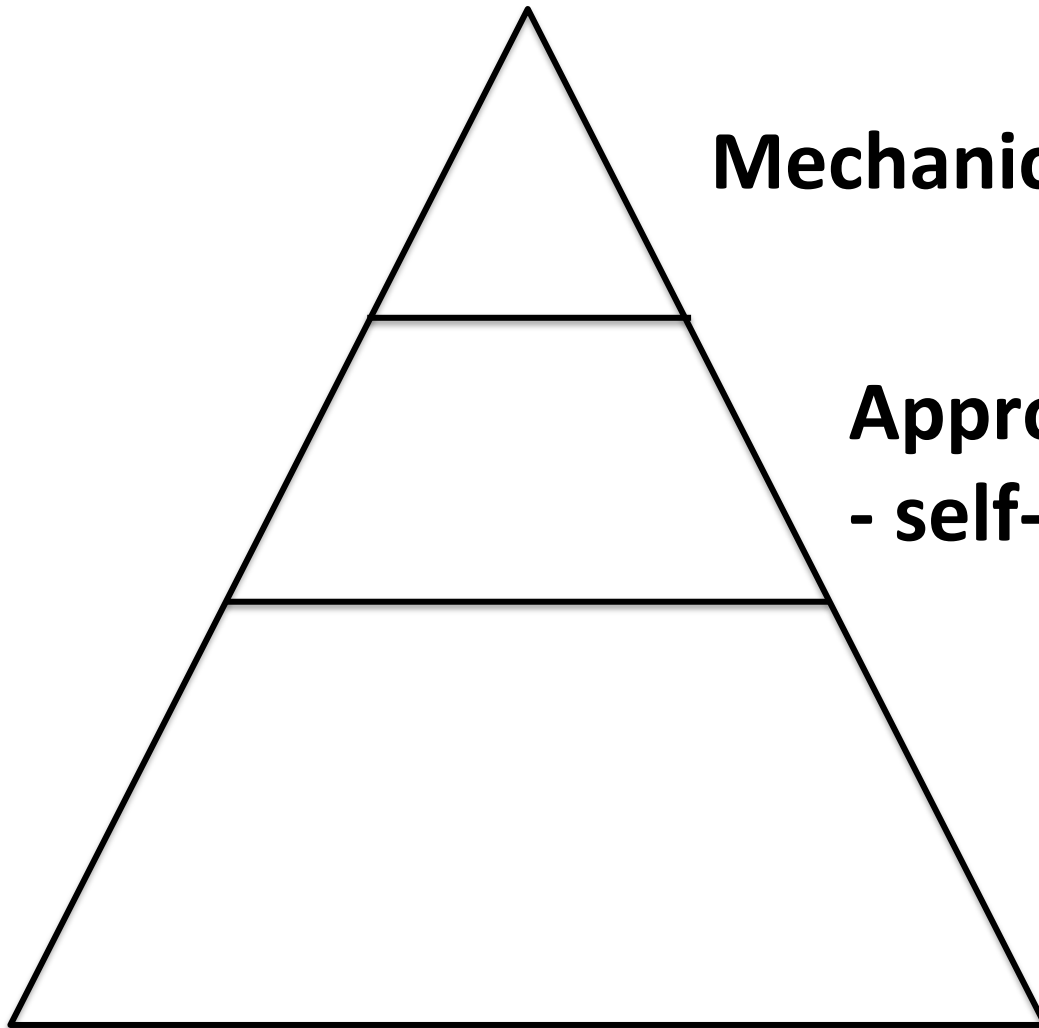


# The importance of values

- Values are the ‘why’ when people ask us why we do this job? ...and probably have a lot to do with why we started this work in the first place
- Values help us keep going when it gets tough and challenging
- Values can get lost or hijacked..... Like ‘choice and control’ – more and more a term to describe policy



Heather Simmons – used with permission

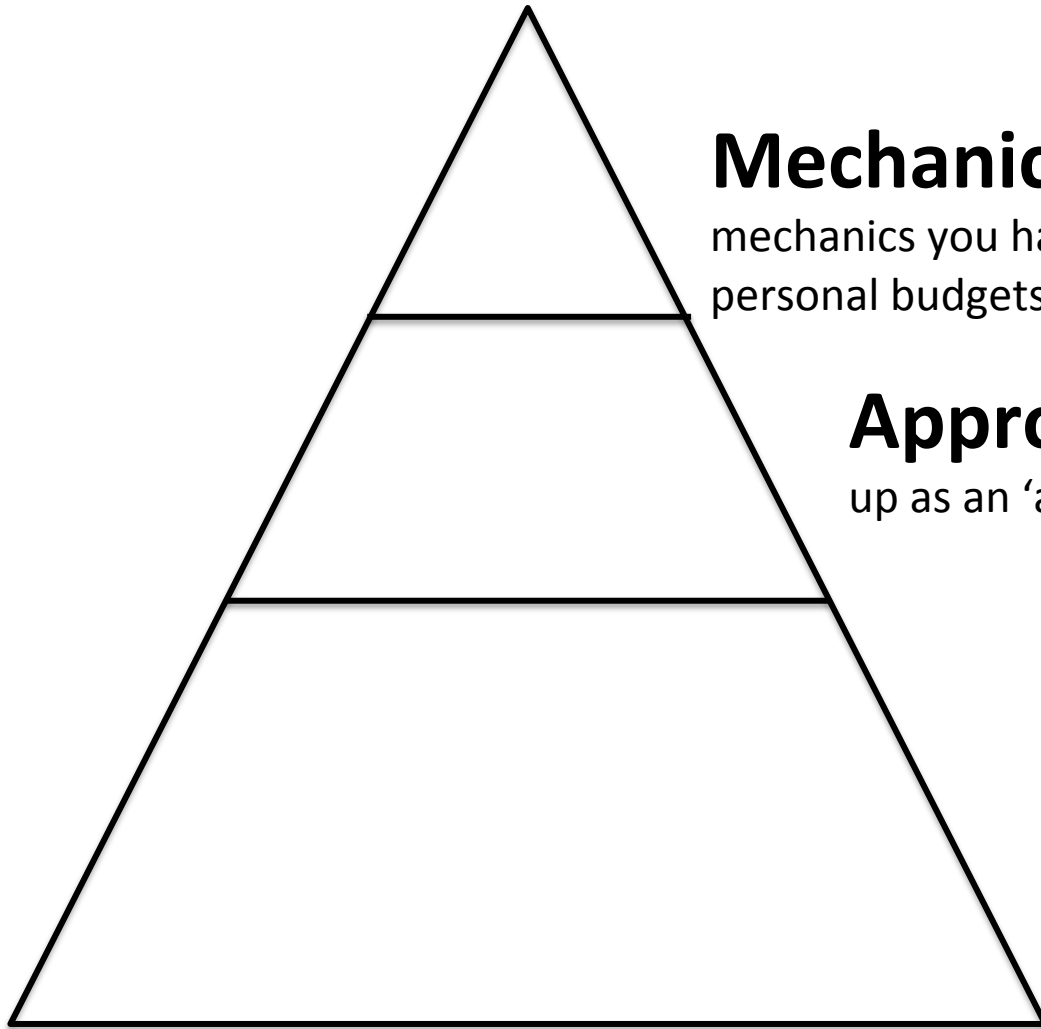


**Mechanics - RAS**

**Approach  
- self-directed support**

**Values  
– choice and control**

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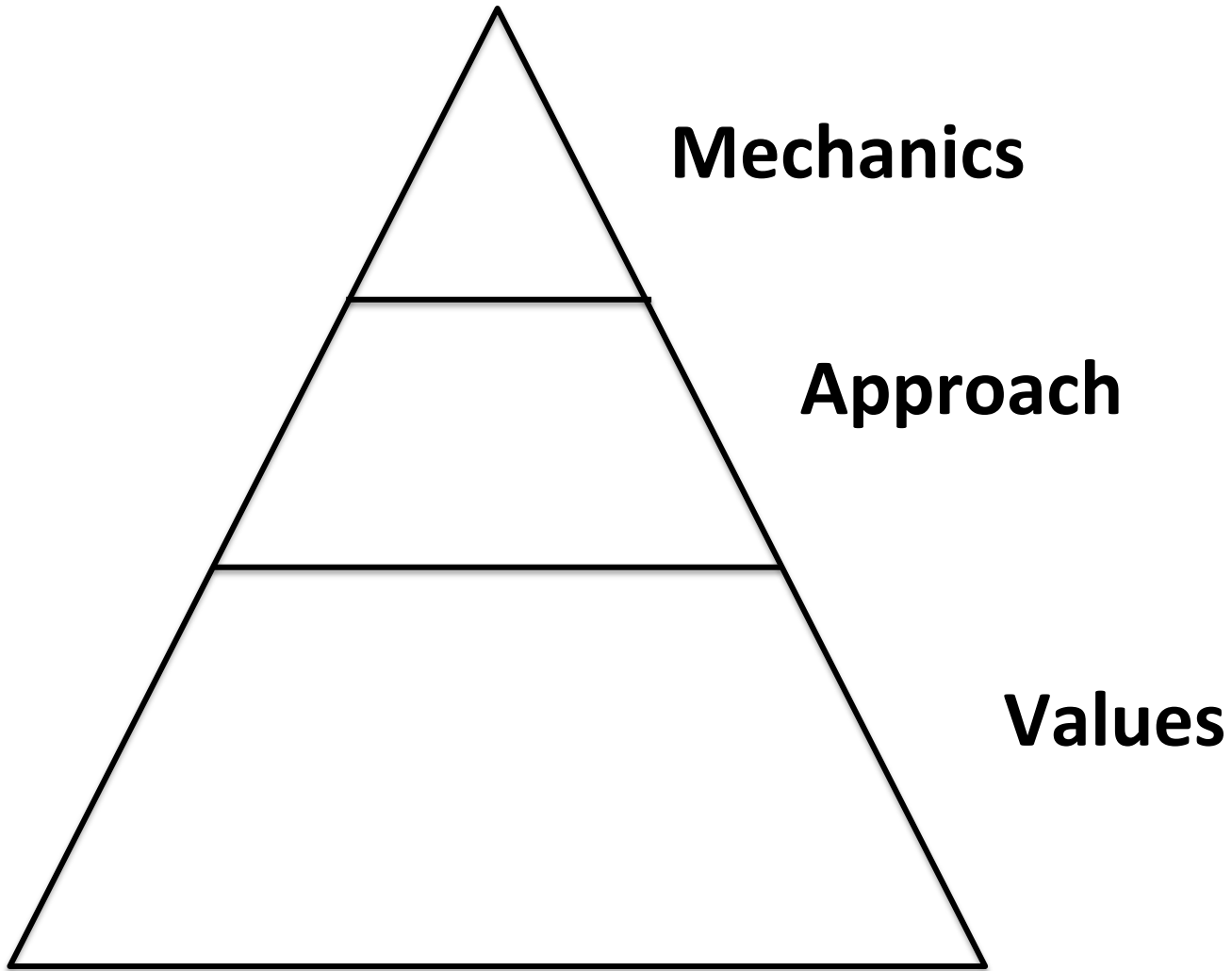


**Mechanics** start by thinking about the mechanics you have put in place to support personal budgets

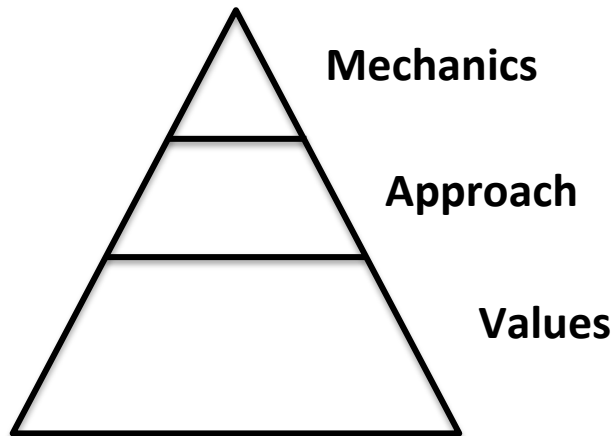
**Approach** in one sentence sum this up as an 'approach'

**Values**

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We should be able to track all the work we are doing on mechanics back to our approach and then to our foundation of values

If we are to 'change culture' then we need to be able to explain how our approach and the mechanics (the things that make it work) link directly to the values....  
.....and we need to be able to explain what the values are.....

# Examples.....

- Indicative budgets – telling parents and young people what funding is available upfront
- Definitions of personal budgets – expectations, transparency and supporting creativity

# What can you do?

- Build on strength
- Tackle poor practice
- Think about the development work you are involved in ....does it link clearly with the values of choice and control or empowerment or transparency for example
- Discuss what practically you could do..... in your area .....what support would you appreciate from In Control



Its very easy when starting out to transform the way we support children, young people and families to lose sight of the 'why' the values that spurred us all on in the first place



**Service land goggles!**

(Mr Tim Keitly)