ACWA Sector Leaders Reflection and Dialogue Sessions 2018-2019 Expression of Interest Form

Background

If you are interested in being part of a supportive and closed group with your peers, and are prepared to share your own learning and reflections in this challenging environment, this program may be for you.

ACWA member organisations operate in a high-risk area of service provision, dealing with children and families who rate highly on any scores of vulnerability. The Ombudsman's findings in the *Reportable Incident Scheme* indicate that the OOHC sector is one of the most risky service areas for children in terms of conviction rates for sexual assault (second only to schools). As the number of children being cared for by NGOs has risen, so has the probability of being involved in systems failures, tragic incidents and reports.

ACWA has in the past-identified gaps in the regulatory system, in relation to *communication channels* after a critical incident has occurred as well as the *lack of a systematic and in-depth learning from critical incident review*s. It is apparent that agencies may have 'Eureka!' moments of deeper understanding, but that these may never be shared with others.

Purpose

ACWA is eager to advance the sector's ability to respond to the challenges of leading organisations in a complex service environment, dealing with government, managing risks, building capacity and responding to need. As a peak we are in the unique position of being able to bring agencies together voluntarily in order to facilitate collaboration for sector improvement.

ACWA's proposed *Reflective Practice for Leaders* would be a high-level, member-only structure designed to provide a safe and confidential environment for the purpose of sharing experience and learning to inform sector quality improvement. Through this program, a closed group would share their analysis of a range of challenges, including high-risk situations, learning from reviews of near misses or critical incidents, building workforce culture and other areas nominated by the group. What is proposed is the provision of a safe and confidential collegiate space that would be set up to provide firstly, personal benefit and learning to those attending, and secondly, there would also be the capacity for the peak body to apply any high level systemic learning for the broader sector's benefit.

Value

This program would provide a dedicated collegiate space for leaders within the sector to:

- Contribute to continued professional development through peer support and learning
- Provide mutual support
- Participate in facilitated practice reflection and collective problem solving
- Develop greater leadership agility in a shifting environment
- Articulate 'key learning' that can be shared with the whole sector

Program Structure

Group size: No greater than 14 people
Program to be facilitated by **Roger West of WestWood Spice**, and Dr Wendy Foote (ACWA)
1 x initial co-design session of 2 hours duration – facilitated discussion about the aims and processes of the group.
5 x reflective dialogue sessions of 4 hours each – comprising speaker presentation, facilitated peer group discussion, problem-solving focus on one or two participants, key learning for the sector noted.

Light breakfast and break-time refreshments provided.

Relevant papers/reading would be circulated in between.

Commitment

ACWA is seeking expressions of interest from CEOs or State Managers who would be keen to participate in the *Sector Leaders Reflection and Dialogue Sessions.*

Participation would require a commitment to attending **all scheduled sessions** (no delegation permitted) and to **maintaining a strict code of conduct**, particularly in terms of confidentiality. *Note: Sessions would be scheduled to coincide with other ACWA events to enable regional participants.*

A **willingness to share information** that may be of a confidential nature in the interests of applying key learning to whole of sector improvement would also be a pre-requisite for participation.

Participant Cost: $3,500 per person per annum.

Expression of Interest Process

In order to ensure optimum value from this program, we would value your feedback on aspects of the proposal.

Please complete and return the below EOI form to Dr Wendy Foote (wendy@acwa.asn.au) ASAP

A Program to Meet Your Needs

Personal Details

First Name	
Last Name	
Organisation	
Position	

Contact Information

Please provide your most suitable contact details

Email	
Mobile Phone/ Phone	
Address	

The following questions provide us with further information about your support for this Program.

1. In your view, would you value opening up this group to organisations working beyond the child welfare sector (i.e. those working in homelessness, family support, mental health, education etc.)?

   Yes / No (*circle your response*)

2. Please tell us your reasons for the above response.

3. What has attracted your interest in the *Sector Leaders Reflective Practice and Dialogue Program* and what do you hope to gain from participation?

4. What do you see as being the greatest challenges for the sector that would benefit from this type of collective reflection?

5. What would be the best timing for your participation in the program?
   - Commence as soon as possible ☐
   - Commence in early 2019 ☐
   - Initial meeting in late 2018, Reflective dialogue sessions from February 2019 ☐

6. Is there any further information that you wish to share with ACWA relating to this proposal?

Thank you for providing your input. Please return this form ASAP to Dr Wendy Foote: wendy@acwa.asn.au