

Final Programme

TheMHS 2009 Pre-Conference Workshop – Management and Leadership

Workshop Title:	You, Your Family, Your Community, Your Mental Health: How Visionary/Pragmatism can provide Leadership on The Path Ahead
Duration:	Tuesday 1 st September 2009 - 1:30pm to 5:00pm Perth Convention Centre
Who Should Attend:	Anyone who wishes to further develop the combination of their leadership (<i>Visionary</i>) and management (<i>Pragmatism</i>) skills to improve mental health services. This may include current managers/ leaders as well as people who are considering taking on these roles in the future. These may be paid or volunteer roles, in government and/or NGO services, and includes leadership of consumer and carer groups.
Learning Objective: What will people in the audience gain or learn from attending this workshop?	At the completion of this workshop, participants will be able to: <ol style="list-style-type: none"> 1. <u>Identify</u> the competencies required to make <u>effective (<i>Visionary</i>) decisions</u> in a “Leadership” role in a Mental Health service environment. 2. <u>Distinguish</u> these from the competencies needed to make <u>efficient (<i>Pragmatic</i>) decisions</u> as a “Manager” in a Mental Health Service. 3. Evaluate their experience of being asked to <u>consider both of these aspects</u> in decision-making processes, in a range of different contexts and content areas. 4. <u>Develop a Personal Learning Plan</u> identifying actions which the individual can undertake to improve their ability to contribute as a <i>Visionary/Pragmatist</i> in their particular work environment, regardless of their formal position.
Abstract: <i>Can remove this section if needed.</i>	Leadership research indicates that the most effective outcomes will be achieved by decision makers who are able to get “up close and personal” with all the parties involved, while simultaneously maintaining an overview perspective that enables them to avoid getting bogged down in interesting details. This workshop will provide participants with the opportunity to experiment with tools and techniques that can assist in handling such paradoxical demands, and that can be used by any member of a decision making group.
Time table 1:30 – 1:50	Workshop Format: Segment 1 – Presentation – What are “Visionary Pragmatists” and why do we need them?” Caryl Baily - Management consultant – Cronos Consulting Introduce the concept of “ <i>Visionary Pragmatism</i> ” and distinguish between “Leadership” of “What” – (the content of the discussion) and “Leadership” of “How” – (the way in which decisions are made). Short discussion / presentation on “Leadership as a State” that any one can take up regardless of position, power or prior skills development. Built on four shifts in focus identified by R. E. Quinn and Caza

1:50 – 2:30

**Segment 2 - Short Presentations –“Visionary Pragmatism in Action”
Caryl Baily introducing and linking four presenters**

The presenters have been invited to share their personal experiences of one or more of the four shifts in “being” that Quinn and Caza have identified as the “Fundamental State of Leadership” – a state that any person can enter – and that supports an individual to demonstrate both Visionary and Pragmatic behaviours in a leadership role – regardless of whether that role is formally recognised and resourced or has arisen from personal commitment.

Paul Reilly - paul.reilly@health.wa.gov.au – Paul is a Mental Health nurse who is currently the Service Development Manager for PARK (Peel and Rockingham Kwinana Mental Health Service) but will speak specifically to his experience of taking over and redesigning the Dual Diagnosis role at Fremantle Hospital between 2003 and 2006 with particular attention to how to stay Internally Directed and not be “put off” by formal structures and procedures that have not been established in a manner that supports a new role that is emerging in response to changing conditions.

Norma Josephs - norma.josephs@asetts.org.au Norma is the CEO of the agency that provides services to survivors of trauma and torture who have arrived in Perth as refugees. Several of her staff are presenting sessions in other parts of the conference but I have asked her to speak specifically to the personal energy and beliefs that have allowed her to guide this organisation through a major development to the point of receiving awards for excellence.

Anthony Collier - acollier@aapt.net.au Anthony is currently the Manager of Youth Outreach for the Southern region, and has successfully lead many significant changes in various services in the WA Mental Health sector over the last 20 years. I am finalising his presentation with him next Monday but his focus will be on a combination of staying focussed on Purpose, regardless of Personal Comfort and on how to support this Visionary focus on purpose by staying open to what is emerging in the context.

James Bertram - support@asbuillearningexchange.com.au James is an architect who has built a learning exchange for individuals working in the Building Industry in WA. He has created an integrated network of services supported by a web site that provides free access to “Common Practice” solutions that face all local builders. This has been achieved from a starting point that had no formal backing or support from government, business or the industry associations and provides a compelling challenge to anyone who wants to argue that “I can’t lead a change because.....”

Participants will be provided with a Worksheet to complete during/after these presentations to provide an opportunity for critical reflection on the Visionary / Pragmatic stance as a resource for the next segment.

<p>2:30 – 3:00</p>	<p>Segment 3 – Working Session – Handling Paradoxical Challenges - Leading and Managing when traditional problem-solving doesn’t work.</p> <p>Caryl Baily & Dr Steve Baily – Psychiatrist. Alma St Centre WA Caryl and Steve will introduce “Infinity Loop” decision making and group participation tools developed specifically for handling paradox. This is the primary tool enabling Visionary / Pragmatists to implement responses to the emerging and new while simultaneously maintaining efficient management of the current and ongoing situation.</p>
<p>3:00 – 3:15</p>	<p>Coffee break</p>
<p>3:15 – 4:15</p>	<p>Establish facilitated Working groups of up to 8 people, with maximum diversity and a specific content area that is of interest to the members. Facilitate each group to utilize the “Infinity Loop” while maintaining the balance of focus and attention between leadership of “What” we’re discussing and leadership of “How” we’re making decisions. Participants keep personal notes on how they can use the tool to identify actions they can take around issues / topics that they want to change in their own workplaces. Group feedback on learnings and insights about the “How”, not the “What”, combined with opportunity to commence Personal Learning Plans.</p> <p>Facilitators will be James Bertram, Anthony Collier, Steve and Baily.</p>
<p>4:15 -- 5:00</p>	<p>Segment 4 – Generating personal “Visionary / Pragmatism” Action Plan. Caryl Baily, Steve Baily and facilitators Key questions have been identified that a “Visionary/Pragmatist” must answer in order to handle paradoxical challenges from the Fundamental State of Leadership. Participants will be assisted in sharing insights and action steps as the basis for building their personal Action Plan.</p>