

EAST GIPPSLAND PARTNERSHIP FORUM

MEASURING CHANGE TOGETHER

6 MARCH 2019
BELLEVUE ON THE LAKES
LAKES ENYRANCE



OVERVIEW

'Measuring Change Together' was held in Lakes Entrance on 6 March 2019. This forum supported and extends our outcomes thinking way of working together. It's clear people are planning together in a different way with more conversations about the system as a whole and the changes we'd like to see in the community.

This forum gave us an opportunity to focus on how we demonstrate the value of what we are in doing and measuring our collective efforts.

The day was focused around the priority areas and networks in East Gippsland. Participants selected their relevant area of interest to workshop; Healthy Eating Active Living; Drug and Alcohol Prevention; Mental Wellbeing; Family Violence Prevention; and Children's Wellbeing.

Seanna took us through the world of collaborative planning and measuring. This included broader concepts of challenging our assumptions, finding new ways of working and working within our constraints. There were practical workshop activities which included the development of outcomes, measures and signals specific to each network area.

It is envisaged that this forum was only the beginning of this work and that the relevant networks will continue to develop these shared measures as a group. Participants will be invaluable 'experts' who will guide and support work across East Gippsland. We will continue to work together to identify local outcomes and measure local change.

There's lots of wonderful work happening here, lets harness that and share it far and wide.



Presenter:
**Seanna
Davidson**

Manager of
Systems
Thinking and
Capacity
Building at
The Australian
Prevention
Partnership
Centre

SNAPSHOT

33 participants across a broad range of health, wellbeing and community organisations attended the forum. The following information is a snapshot of some common themes and learnings captured throughout the course of the day.

OUTCOMES, MEASURES & SIGNALS

The tables discussed some common cognitive biases and assumptions we all make about measuring change together and Seanna challenged us to put these aside and open our minds to what is possible.

Following this, the groups moved into a more practical space for the rest of the forum. Each network area was tasked with commencing the journey of developing outcomes, measures and signals specific to them, guided by discussion, examples and support from Seanna.



SCENARIOS

Each group selected a scenario to practice developing their outcomes, measures and signals themed around:

COLLABORATION, ENGAGEMENT, LEADERSHIP & GOVERNANCE



- How do we know community members are involved in decision and designs?
- How do we know that we are collaborating across agencies to address this problem?
- How do we know we haven't missed engaging with an important group?
- How do we know that our network is leading in this area?
- How do we know the focus of our work is evolving to meet the needs of this problem/issue?

DEFINITIONS: For the purpose of the activity the following were used:

OUTCOMES = a shift in the problem we are experiencing

MEASURES = things that are necessary in order to achieve the outcome

SIGNALS = what would we see if we were making progress

The detailed work of each network will be provided to their members for information and further development at future network meetings.

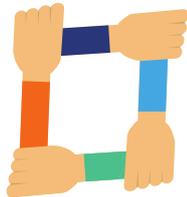
SHIFTING OUR PRACTICE

WHAT WAS CHALLENGING?



- Shift to outcomes vs output thinking
- Thinking collectively vs individually
- Time/effort for outcomes thinking
- Getting stuck in the doing
- Keeping it achievable and not going to broad
- Acknowledging constraints of funding requirements
- Knowing how to share this knowledge
- Reflecting and adapting, tempting to rush

WHAT WILL HELP YOU DO MORE OF THIS?



- Peer support/review
- Start the journey – keep it simple and small
- Practice
- Slides from the forum
- List of forum participants - peer review/support
- Acknowledging constraints - setting boundaries
- Building a business case (Systems Thinking)
- Using concise, specific, meaningful language

WHAT WAS USEFUL?



- Seeing acceptance of shared measurement among participants
- 'Current tense' wording and language
- A good foundation & understanding of the principles to share in networks
- Good timing - preparation for funding apps, community/business planning
- Identified opportunity to influence up, change from top down directive
- Broadened perspective on how to effectively measure prevention
- Process needs to be iterative as measures and outcomes cause change
- Ensuring measures/outcomes/signals are nimble, feasible, possible, flexible

WHAT WILL YOU DO NEXT?



- Take back to networks
- Share with the networks
- Peer teaching within networks
- Participants be advocates
- Create a monitoring framework
- Update shared measures ongoing
- Provide peer support to each other
- Share with your organisations, Regional Groups and other key stakeholders

EVALUATION

Overall rating:
4.75 out of 5



21 evaluation forms were completed,
the following is a summary.

WHAT ASPECTS HAD THE MOST IMPACT

- Practical development of outcomes, measures & signals
- Concept of outcome vs output
- Use of language
- Shared understanding of terminology
- Understanding the process
- Team discussion
- Importance of working together
- Getting shared measurement to be front of mind



WHAT WOULD HELP?:

- A documented process
- Clarity on how to share/embed the information learned



- I learned something new about shared measurement
- I want to continue to learn and participate in shared measurement
- This workshop has the potential to influence the way I work in the future
- Attending this workshop was a good use of my time



ALL
AGREED/
STRONGLY
AGREED

WHAT ACTION WILL YOU TAKE?

