

Haggerston Change Management Programme

Day 1 Wednesday 1st October 2008

EVALUATIONS

Did today meet your expectations?

Not sure what to expect at start of meeting.

Yes, made me engage with change and thinking of how to approach it.

Yes.

I didn't have any expectations. Yes, lots of interesting ideas raised. Nice to have time to talk and think.

I didn't really know what to expect because I didn't know anything about Quest. I do feel like I've thought more about the changes in the school, how people feel about them and how they could be managed to achieve more impact and support.

More so. Informative, real, and hit thoughts and feelings which have been stewing for a while.

Yes, very productive and involving.

Yes

Yes. Although I didn't really know what to expect. I found it very useful.

What 2 things did you find most useful?

1. Go from complex to simple. 2. PDSA – small sample to start with, make sure it works, then take it with evidence to school.

PDSA. Discussing trust.

PDSA. Time to discuss issues.

PDSA-breaking things down into small manageable pieces. Being able to speak to people that I don't normally talk to about school issues.

PDSA. Awareness of views about views at all levels.

Way to approach other staff when you need something done when I feel and I need. How to implement change, start small, move to bigger picture later when you have evidence of success.

Starting small, finding the mistakes (review), then moving large scale. Practical tasks – stimulated discussion and highlighted our different skills/approaches.

General opportunity to discuss as a whole group.

1. Building trust exercise – this really helped us to explore the barriers that are preventing us from moving forward. 2. Being open and honest amongst colleagues and knowing that we all have similar thoughts about Haggerston (where we are now, where we want to go).

Suggestions for the future

Having discussions on our PDSA. Maybe have prior reading/thinking for the session.

More time for planning.

Nothing – thanks!

To be just as positive and informative. Thank you.

None for now.

More time for concrete planning for direct impact into school. →perhaps something as a whole team.

Thanks.