

The shocking clarity of systemic social work:10 years on

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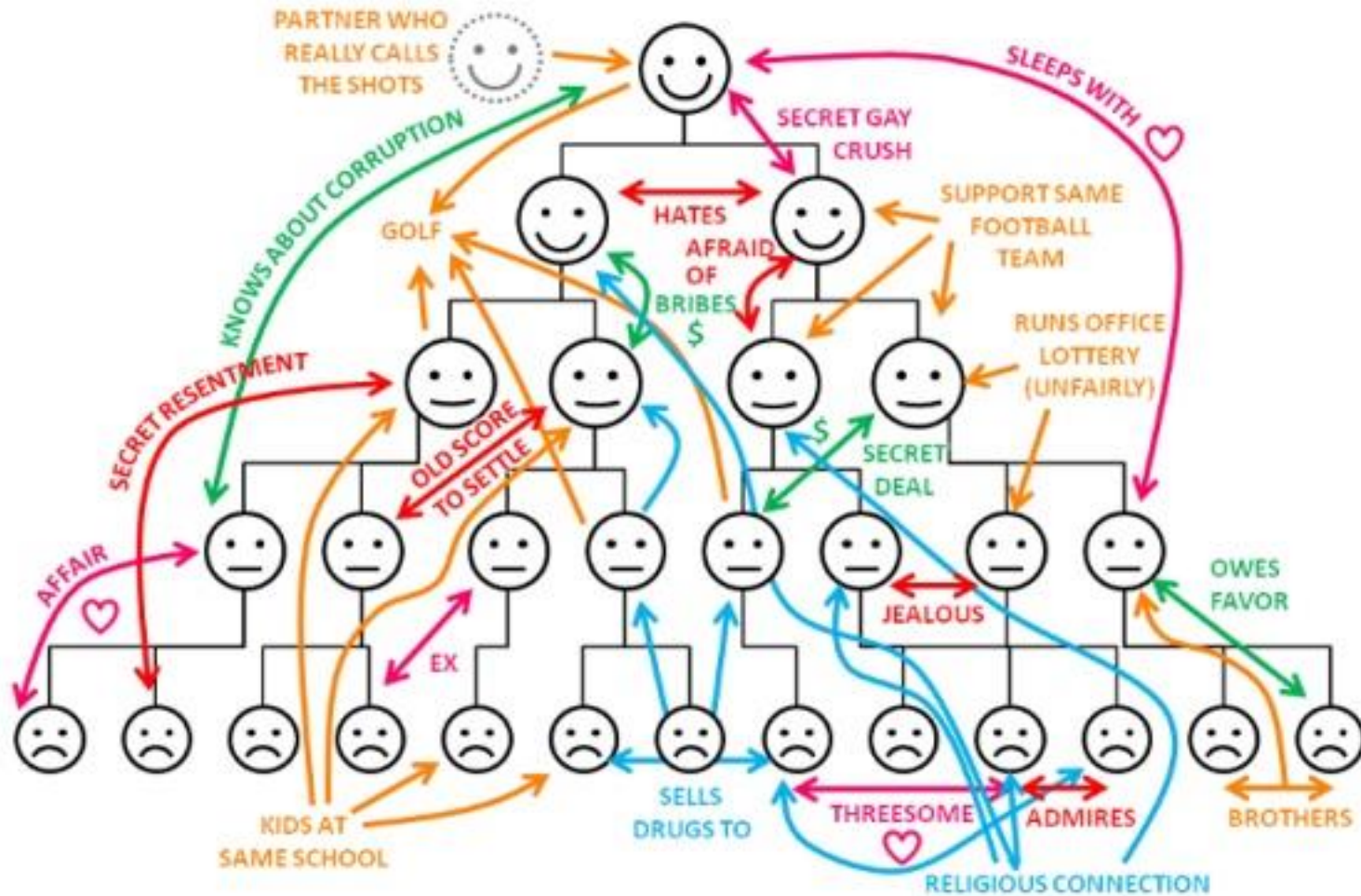
What I knew

- How to spend a working life
- The critical importance of family (interconnectedness)
- Beyond good exam results & good dentistry
- Proportionate state intervention (strengths & risk)
- Empathy not blame
- Support not punishment
- The power of stories
- Focusing on what matters most

What I have learnt & still trying.....

- A conceptual framework: a frame of reference: the anchor
- Highly non compliant student
- Flexibility is not the enemy of clarity
- Command & control - tramlines
- & then a 1000 flowers bloom
- To try to be kinder
- Difference between being adversarial & being inquisitorial

REAL ORGANIZATION CHART



.....still trying

- Suffering with certainty
- Other people *do* know better than I
- The Debra & Nick & Amanda Show
-Stuart; Julie; Mark; Karen.....
- Charlie; Sarah; Liz; Jackie; Hazel; Marilyn; Michael.....
-300+
- The power of language & respectful challenge

.....still trying

- Safe uncertainty (giving permission)
- Both &
- Slowing down to speed up
- The dangerous dance of procrastination
- “not very systemic”: let it get under your skin....
- Deep thinking & enormous fun
- Positive change generates positive organisational energy

.....10 years on.....

- A national, expanding community of interest
- Relationship, restorative, strengths based systemic practice
- 300 then; 300 today;
- 60+ National Development Prog for Practice Leaders
- 400+ Firstline
- 1000+ Frontline
- 1000s in *too many to mention* children's social care services

.....10 years on.....the wider system

- A much, much stronger focus on practice
- 7 practice system design principles – innovation programme
- What Work's Centre for children's social care
- Partners in Practice
- National system of practice reviews
- National programmes for practice leaders & supervisors
- National post qualification accreditation
- Regional Teaching Partnerships

More to do....

- The watchers
- Responsibility with authority
- Professional autonomy
- Practice based career pathways
- Bureaucracy at its best
- Outcomes & resource
- **Stop the trajectory of state intervention**