



**Adverse
Childhood
Experiences**

Be the Change



Early Intervention
Transformation Programme



**Northern Ireland
Executive**

www.northernireland.gov.uk

DELIVERING SOCIAL CHANGE

The
ATLANTIC
Philanthropies

safeguardingni.org/aces

**NORTHERN IRELAND ACE
CONFERENCE 2020**

5th March 2020

**LEADING A TRAUMA
INFORMED SYSTEM INTO
THE NEW DECADE**

#bethechangeni





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Will Young
Assistant Head/Organisation Design
Consultant
HSC Leadership Centre





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**Paul Morgan,
Director of Children and Young
People's Services and Executive
Director of Social Work,
Southern HSC Trust**





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Peter Weir Minister for Education, Department for Education





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Counting the Cost of ACEs

Professor Mark A. Bellis OBE
Public Health Wales





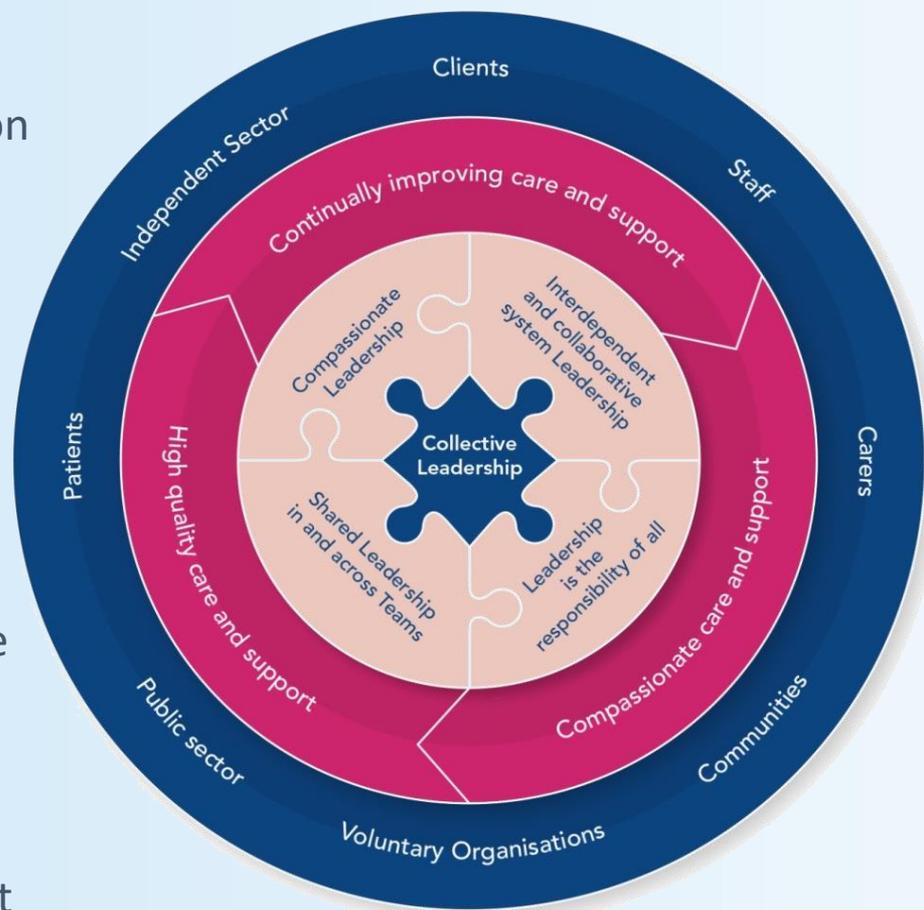
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Collective Leadership

“Collective leadership means everyone taking responsibility for the success of the organisation as a whole – not just for their own jobs or work area.

This contrasts with traditional approaches to leadership, which have focused on developing individual capability while neglecting the need for developing collective capability or embedding the development of leaders within the context of the organisation they are working in”



Michael West et al, The King's Fund (2012)



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A leadership journey through systems transformation ...





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Systems Leadership

**Karen Hunter,
Principal Consultant,
HSC Leadership Centre**





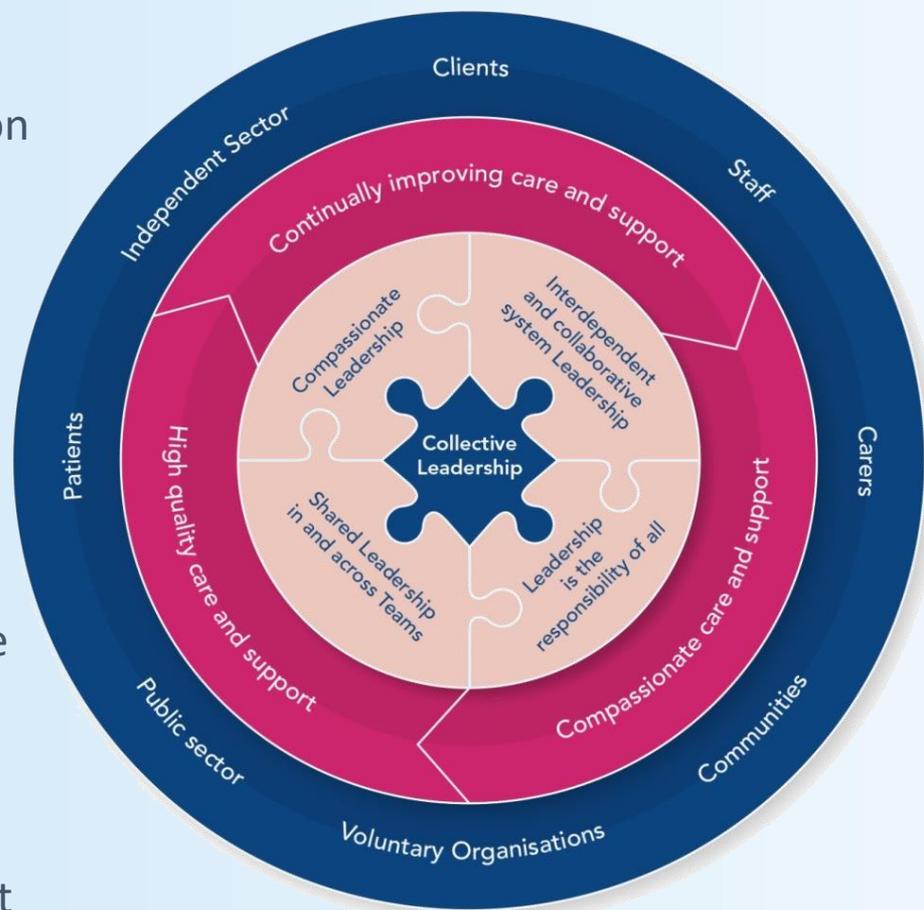
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Systems Leaders -v- Systems Leadership



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Systems Leadership is a set of skills and capacities that any individual or organization can use to catalyze, enable and support the process of systems-level change. Systems Leadership combines a deep understanding of system dynamics, an inclusive approach to engaging and empowering all stakeholders, and the development of new forms of collaborative leadership.

Systems Leaders are individuals or institutions that catalyze, enable and support systems-level change by mobilizing diverse actors to work together in new ways to achieve a shared goal. Both individuals and institutions can apply the Systems Leadership approach within a broad-based multi-stakeholder initiative.

Systems Leadership



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Your work as an enabler **is not about you**. If you are seeking respect and recognition **you will be seen as not working in the best interests of the whole system**. It will also lead you towards specific approaches that may deliver more immediate impact, where at times part of the art is to **slow down**, hold the ambiguity and allow events to take their course.



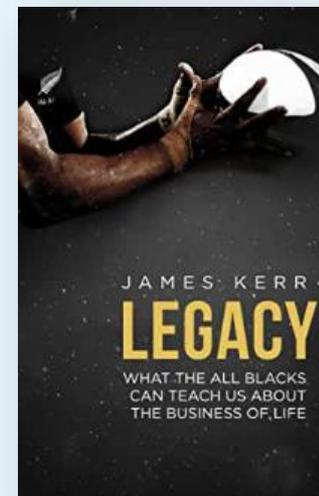
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LEGACY

James Kerr
Author





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The Way Forward

Seán Holland
Chief Social Work Officer/Deputy
Secretary Social Services Policy Group
Department of Health





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Closing Remarks

**Paul Morgan,
Chair of the NI ACE Reference Group**





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Contact Us

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