Creating impact together

What is Creating impact together?

Realising our purpose requires us to work collaboratively to solve problems and make improvements in an often complex environment. We can use tools to help us design successful collaborations and projects that make the impact in the world that is most important.

Seeing it in action

You can find colleagues in Circus and Benfield who do this well.

Contact them to arrange a chat

Training in the practice

You can access introductory and refresher training.

Contact the Circus team to discuss training

Learning resources

This document and related worksheets offer an introduction and learning reference for 'Creating impact together' practices.

See overleaf to read more

How we do things 'round Here

At Here we have some key practices and ways of working that support us to realise our purpose to create more possibilities for care in every moment.

They are a set of practices for developing our work together, sharing information, supporting ourselves and others and making good decisions.

They are the gathered experience and expertise from across the organisation and are practical resources and training for:

- Recruiting
- Onboarding
- One to ones
- Meetings
- Courageous conversations
- Making good decisions and acting wisely
- Creating impact together

Speak to the Circus team to find out more

How we create impact together at Here

When we collaborate well to create impact we bring people together around a shared intention to learn, and to develop and deliver actions that create a real world outcome. This method can be used to solve a problem, or can be a way to develop a project idea before moving to use other Project Management methods and processes.

How we begin
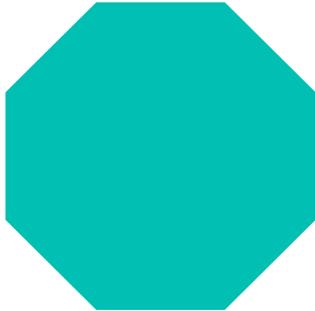
- **Stop** - Step off for a moment. Give yourself the time and space to think together.

- **Listen** - Understand what matters. Gather information. Don't judge or justify; clarify and ask questions.

- **Look** - Don't rush to action either. Investigate reality and frame what you learn as hypotheses for testing. Establish a framework for how you will understand the outcome of your test.

- **Test** - Now take action but also take the time to establish how you'll know what impact you've had on what matters.

- **Respond** - Don't sweep win-lose scenarios under the rug. Work together to mitigate them or to design them out.

Building your response

1. **Clear purpose** -Take the time to establish the need and opportunity. Gather the data and information that will help you make good decisions and understand your impact

2. **Look from outside in** - Understand the outcome you're trying to create from the user's perspective

3. **Create effects** - Consider what you need to establish to bring about your ultimate outcome

4. **Develop actions** - Use these effects to identify the tangible actions that will get you there

5. **Confirm your working** - Continually check in on how you are working and adjust your approach accordingly

6. **Share your learning** – Make what you're learning available to others
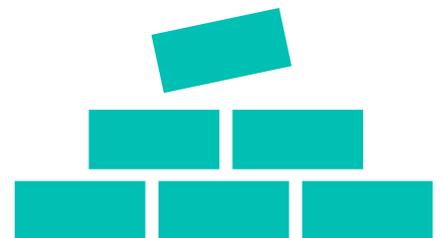
Principles to pay attention to

- **Focus on the next steps -** Work in short timeframes on actions for the coming week or two. Work in sprints

- **Work quickly -** Act, fail and learn quickly

- **Hide nothing -** Use the action and confirmation tools to ensure all effort, experience and learning related to the work you doing is fully transparent

- **Work together -** Utilise collective effort to make the maximum impact in the shortest time

Creating impact together where you are

These more detailed hints and tips can help you make purposeful projects work for you.

1. Clarifying purpose

Ask yourself:

- Is there a need/opportunity? How big and how urgent?
- Ask: what is the difference we want to make in the world?
- Do others see it the same way/differently?

Create a purpose statement that captures the difference you want to make in the world. Your purpose statement must be short and simple. Make it pass the Ronseal test. It should contain no superlatives.

2. Being outside in

Look at the problem you are trying to solve from the user's perspective.

- What is important to the users?
- What is it they need now?

3. Creating effects

Create short statements, written in the past tense, that answer the following:

- What, if manifested, will get us to our desired outcome?

Then ask:

- Are all these effects necessary for achieving our outcome?
- Are they alone sufficient for achieving our outcome?

4. Developing actions

To co-produce towards your outcome you need to define the next immediate required actions to move the project forward

- Who is taking responsibility for this project?
- Are our actions described in an achievable way?
- Who is taking responsibility for each individual action? When is the deadline?
- What are the dependencies between the actions that suggest priority?

Worksheet available
'Purposeful projects worksheet' contains the Action Canvas template

5. Confirming your working

The key mechanism for ensuring we are working to our method's principles is to meet and run confirmation practices to understand our learning and progress. Establish a helpful meeting rhythm:

- **Daily** – quick check ins to organise the day's work
- **Weekly** – confirmation practices and planning sprints
- **Monthly** – reflecting and sharing your learning
- **Quarterly/annual** – reflection and strategic planning

Worksheet available
'Purposeful projects worksheet' contains the Confirmation Canvas / questions

6. Sharing what you're learning

Make your learning visible. Let others know what it is you are taking responsibility for in your work. This helps with gaining the understanding and support of others, being accountable to your responsibilities and in avoiding duplication of work.

- How can you most usefully share what you're learning? Video? Blog? Written report?

Developed from work by   EASIER INC   Here