

Leading across organisational boundaries

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Achieving for Children

Better Together

#SENDERFutures

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Champions for children and families

These are our children

Context

- Complex system of partners and stakeholders - Social care
- Challenging statutory and financial context
- More need with greater complexity
- More likelihood of inward focus, blame, conflict and avoiding accountability
- Challenge is to deliver the highest quality within financial envelope
- To deliver change we need to operate as a system and lead

Behaving like a system- the research

Values

1. Child-centred from concept to delivery - doing what is right not what serves services, agencies or organisations
2. Issues are seen as systemic and requiring collaboration based on mutual respect and co-production
3. Open and flexible to new approaches

Behaving like a system- the research

Behaviours

1. Trusted partners: understand and adapt to each other
2. Strengths-based: utilising our assets and resources
3. Distributed leadership: enabling, convening, fluid, no egos
4. Able to let go: act as a platform for innovation

Becoming system leaders

1. We should focus on the complex issues – working together
2. Look at outcomes and long term
3. Reflect on how we build relationships and our impact on the system
4. Need to build relationships of mutual trust and respect - doing it with, not to
5. Strong support and strong challenge- accepting that we can get it wrong

*"We are all responsible
for everyone"*



*"the more eyes, different eyes, we can
use to observe one thing, the more
complete will our concept of this thing,
our objectivity, be"*

