

CAKE



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Aims and outcomes



To introduce participants to a novel, digital, interactive leadership resource: CAKE. CAKE

Intended Outcomes



1. Determine the usefulness of CAKE and its effectiveness as a potential leadership resource



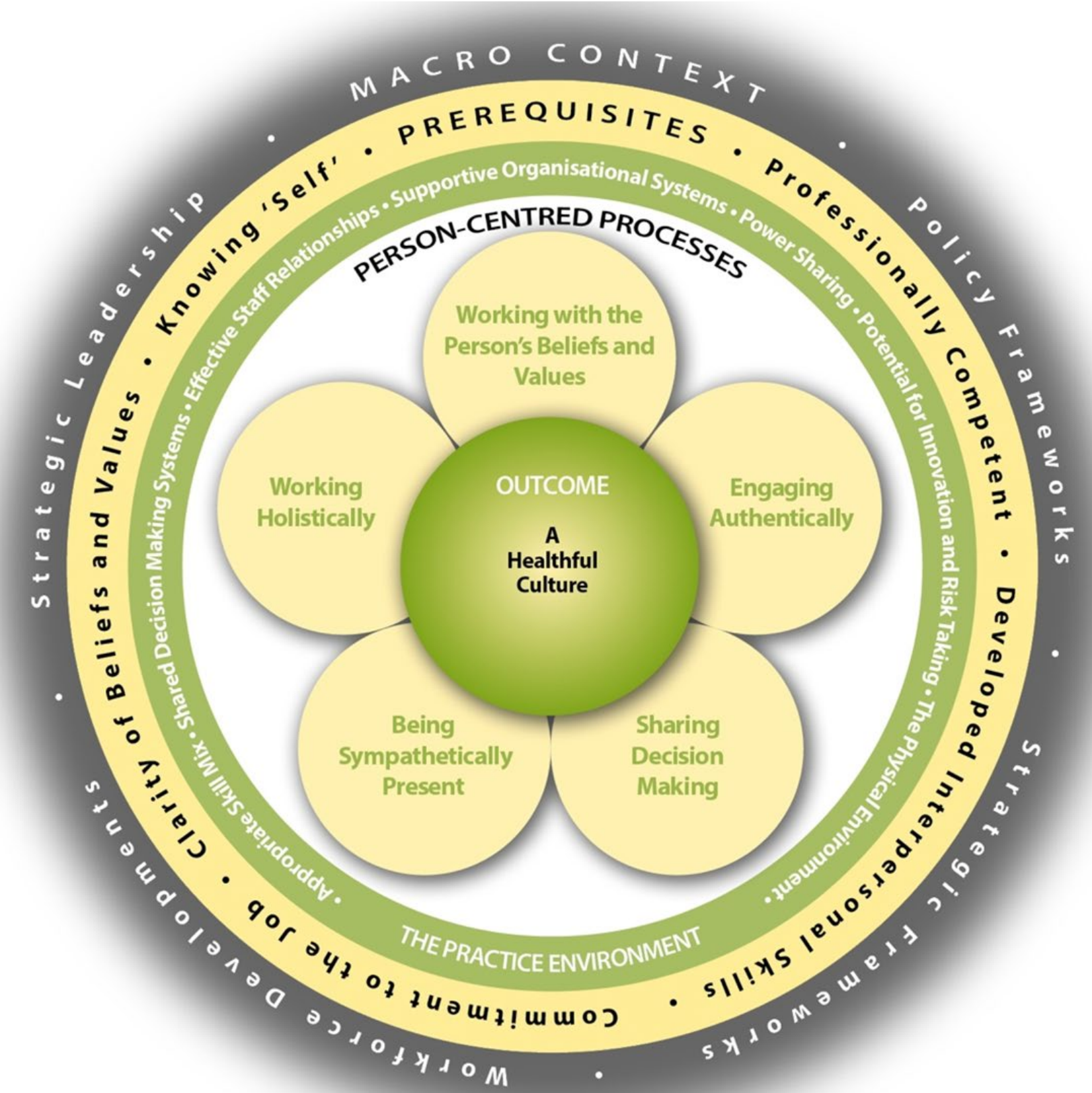
2. Experience the power of storytelling to address workplace issues and learn from good practices



3. Consider how CAKE could be taken forward in their workplace



THEORETICAL UNDERPINNINGS



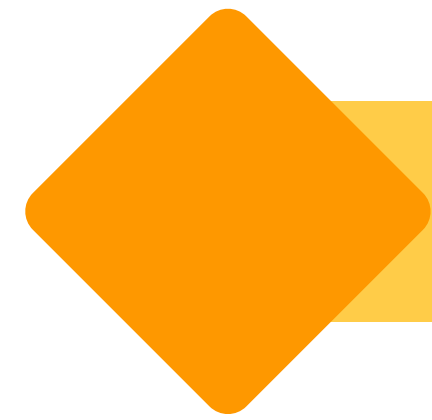
SEEDs shared story



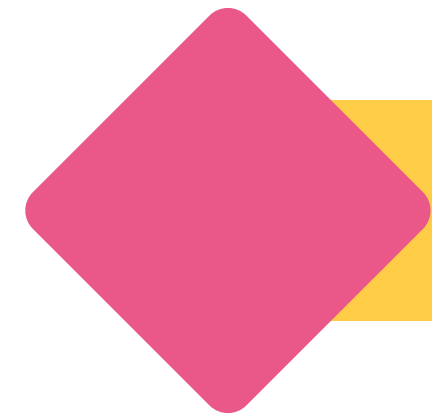
<https://www.listenupstorytelling.co.uk/case-studies>



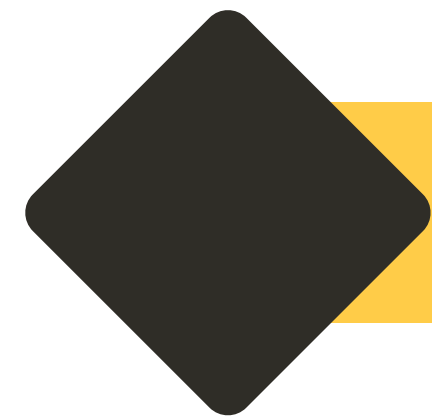
The CAKE



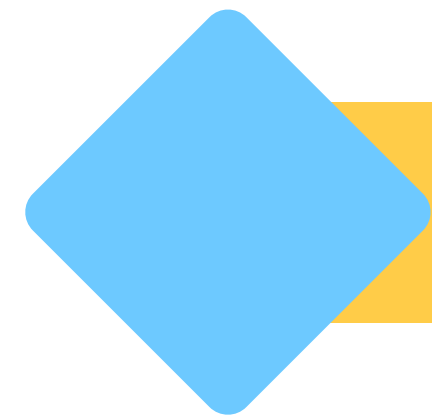
• Caring for self and others



• Attending to what's happening



• Keeping connected



• Enabling and empowering

Facilitators of CAKE: evaluation findings



FACILITATING CAKE

Preparing for it

Acknowledging
feelings

Embedding it

Pitching it:
Navigating
organisational
structures

Selling it:
Awareness
raising

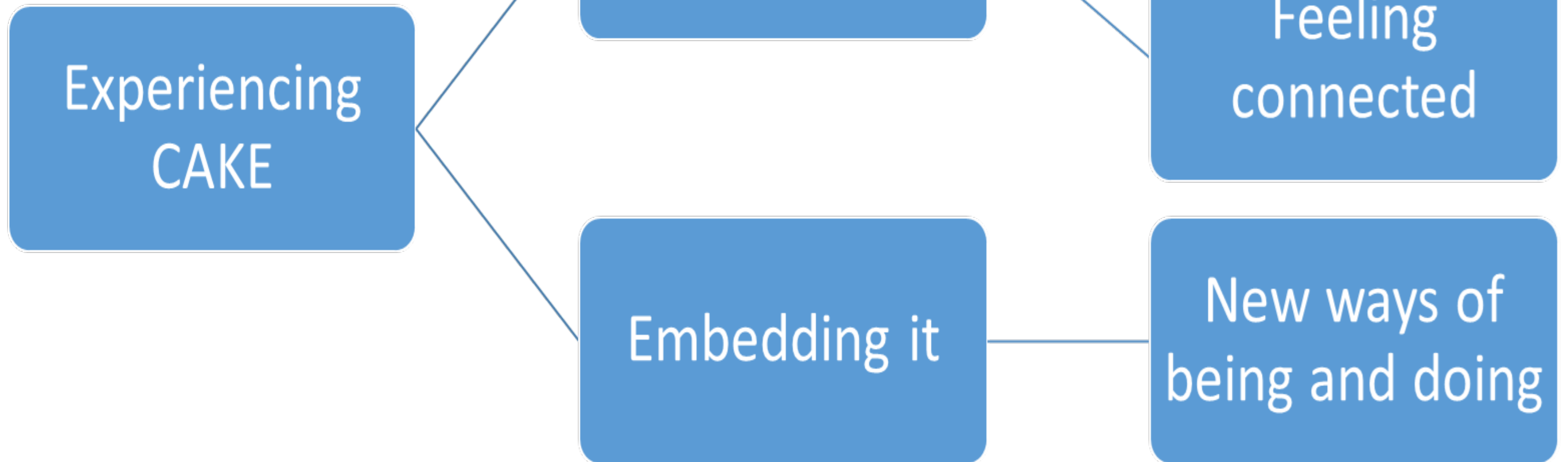
Doing it:
Being open

Facilitation
skills
development

Reflexivity

Becoming
a skilled
facilitator

Experiences
of CAKE:
evaluation
findings





Sharing stories



Prompts we used:



What was it about?



How did it make you feel?



How did it resonate with work?



What are the key issues?



What are our priorities for action planning?

What makes facilitation person-centred & how does that relate to leadership?



- Facilitation
as a
practice



- Facilitation
as a
methodology



- Learning for
everyone
through the
practice of
facilitation

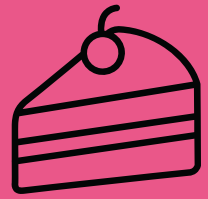


- It is not
limited to
specific
tasks, but
rather a way
of being



- It is
relational,
contextual,
complex &
dynamic

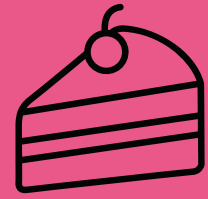
Facilitator hints/tips



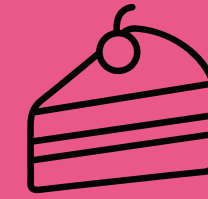
- Get buy-in from your organisation



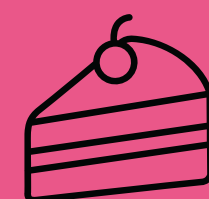
- Incentivise with tea and CAKE



- Always consider ethics



- It starts with a safe space



- Find your own critical ally

Who's using CAKE?

3RD Sector, Social Care, NHS, Hospice, Education, etc.



I feel that my team is more together, more open to tell when it's not together, more open and honest discussions if someone is struggling

It's fun and inciteful and a good base to work with, a foundation

On the awayday, we introduced the HODs to the model with an overview, and then went through step by step with them, each slice of CAKE. Your website was so helpful in supporting this, and keeping us both on track and true to your model. We asked three colleagues to present their stories - with prior warning and preparation - and watched as the magic unfolded. This really is a powerful way of bringing people together.

Every time I come out of there I feel I can take on the world



•“Once you’re progressing through the slices, it starts to make sense as a complete story”

•Shouldn’t be an add on, it aids team discussions that should be happening anyway

•I feel that my team is more together, more open to tell when its not together, more open and honest discussions if someone is struggling

•As a new team we had discussions earlier because of CAKE, it offered a structure, helped connection and resilience. Would have taken longer without CAKE

•CAKE has given us a structure that is really helpful [to promote resilience]

•Its fun and inciteful and a good base to work with, a foundation

•Every time I come out of there I feel I can take on the world.

•‘If you get this base right, you are less likely to be shoogled in a crisis’



•'As an organisation, we have been focussing on ways of building resilience in our teams and have identified that some teams do not get the support that the clinical teams are offered. '



•'On the awayday, we introduced the HODs to the model with an overview, and then went through step by step with them, each slice of CAKE. Your website was so helpful in supporting this, and keeping us both on track and true to your model. We asked three colleagues to present their stories - with prior warning and preparation - and watched as the magic unfolded. This really is a powerful way of bringing people together. '

•'At the end of the day - we had three really good action plans to help us to move forward with identified areas for improvement, and have had feedback that the day was the best away day that some colleagues have ever attended. We are really hopeful now that we will continue to roll CAKE out to other teams across the organisation. Thank you both for the opportunity to learn about CAKE and for your expert guidance through the model. '



Discussion

- How might you use CAKE in your teams?
- What questions do you have about its implementation?



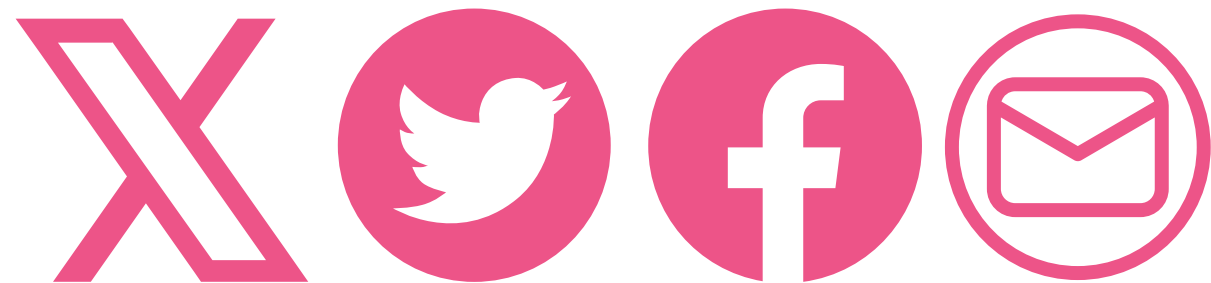
Please keep
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Queen Margaret University

Thank you!

