



Family Leadership In New Zealand and Australia

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Leap

Background to our trip



- To attend the IIDL in Auckland
- Take part in a learning exchange on the topic of Family Leadership with Imagine Better
- Run a series of Family Leadership workshops for Amicus, a Service Provider in Victoria, Australia
- Take part in a learning exchange with CRU in Queensland

Leap's work to date



- International trends for personalisation- Ireland will follow
- Research shows personalised budgets not sufficient to change lives
- Families must be supported to:
 - Build confidence
 - Change mindsets
 - Take leadership role
 - Develop meaningful ties in the local community
- Leap helps family look at things differently and make the most of personalisation opportunities
- Family Leadership retreats, one to one support, provision of information, conferences, workshops and events

Our Beliefs and core values



- In the importance of valued roles and relationships - we all need a place to belong, people who love and care about us and meaningful roles in our life
- In the natural authority of families – family is the foundation for the well-being and development of the child
- That family are the best people to support their family member to build a vision and to plan for their future. Paid people will come and go, family and friends are in for the long haul.
- That encouraging families to plan supports the creation and resourcing of family leadership
- That supporting families to creatively plan for the future using a mix of family, friends community and paid support creates hope and possibility
- That services and paid support should be used to compliment natural supports
- That the role of paid support is to create opportunities to assist people to build lives of meaning and connection
- That paid support should be individualised and that funding should follow the person
- That much of what is good in life is not in the currency of money and that funding does not automatically lead to improved life outcomes for people
- In creating not waiting – that there is no time like the present to secure the future (not when the system is fixed or when more resources are available)
- That the conversation is no longer about why people should be included but how people will be included

Family Leadership Weekends



Family Leadership Weekends





The Organisations that we met:

- Imagine Better – NZ
www.imaginebetter.co.nz
- Parent 2 Parent – NZ
www.parent2parent.org.nz
- Family Advocacy - NSW, Australia
www.resourcingfamilies.org.au
- CRU – Queensland, Australia
www.cru.org.au
- Pave The Way – Queensland, Australia
www.pavetheway.org.au
- Families attending Family Leadership Workshops across Victoria

What we learnt about how Family Leadership has developed



- That parents and their allies had set up all of the organisations we met
- The value for families of being linked to a family led organisation
- Personalisation is Government Policy in both Australia and NZ
- All organisations receive state funded

Common values



- Apart from the core tasks that many of these organisations share; they also share a common vision:
- That families need families
- That family leadership is based on the premise that families are the experts in their own lives
- That what you create yourself is probably of most value to you
- That the main function of support agencies is to increase the resilience of families
- That families must be at the forefront of sustainable change

Key areas of work – the “How to” of Family Leadership



- All organisations are involved in Advocacy, Leadership development, Peer support, Personalised/ individualised support and planning, mentoring, information provision, workshops, influencing policy
- Some organisations are involved in development of family collectives
- Some in developing micro businesses
- All organisations are innovating and creating new knowledge about what is possible

The strategic areas of work



- Advocacy – People with disability cannot rely on their rights being routinely upheld
- Leadership development – “not by role but by demonstration” (CRU) the development and support of emerging family leaders
- Peer support – families need families
- Personalised/Individualised support and planning– working with families to ‘bring to life’ personalisation
- Information provision – expertise in provision of family friendly information and resources to support decision making, increase choice and control

Information is Knowledge



“Having accurate timely information about entitlement, process and available options is key to the development of successful Family Leadership. Lacking information about what needs to happen, who is involved and when key tasks need to happen leaves families weak, vulnerable, frustrated and unable to take a leadership role. Knowledge is associated with power and clear processes enable people to think for themselves. When families have an understanding of the world their children are entering into, they can influence, demand and offer constructive criticism with confidence.”

Pippa Murray, Centre for Welfare Reform, 2011



Families as thought leaders

- Workshops and conferences – on a range of topics. Funding available in many areas from carers support agencies so families could access these events
- Influencing policy – evidencing from the lived experience of families what it is that families want and what works
- Simplifying administration systems
- New models for living -Family collectives – creative ways of families supporting and learning from one another
- Encouraging understanding of powerful ideas and theories (esp. SRV)

Families in NZ and Australia are asking the same questions we are



- What are we educating our children for?
- Is it for a life in a day centre
- A life on benefits?
- How do we equip our sons and daughters for meaningful lives as adults
- What does a meaningful life mean?

Pippa Murray, Centre for Welfare Reform, 2011

The need to recognise, name and safeguard what we value



- Leading from within the heart of the family not the head of the table
- Strengthening the ties that bind us together in family and community – emergence of ABCD approaches
- Family legacy encompasses all that a family holds dear and wants to preserve for the future their history, values, knowledge and experience
- What allies can we surround ourselves with who support our vision?

Example of a Project:

Partners in Lifestyle Development



- What does Partners offer:
- Assistance with vision building and lifestyle assistance
- Assistance with staff recruitment
- Staff training and development
- Mentoring and supervision of staff
- Developing of social roles, including micro businesses
- Development and sustaining of social networks and circles of support
- Long term safeguarding of the support arrangement

Imagine Better, 2013



What Partners is not:

- Partners is not a service provider agency –

“we are a support network working in a negotiated partnership with disabled people and families”

- Partners does not:
- Hold the funds
- Offer services and programmes
- Employ support staff
- Determine where, how or when staff work, or who staff are

Imagine Better, 2013



Final thoughts

- Much of what is good in life is not in the currency of money
- Families must be ready
- Adopting an asset based approach
- Taking stock of what you do have, deciding what is important in life and checking how much of that actually *can* be bought (CRU)
- A different role for services and professionals
- Learning to help less
- This is not about abandoning families or a cheap alternative
- Individualised funding is not the answer in itself, but the resources and flexibility that IF bring are part of the overall strategy for achieving a good life (Imagine Better)

Creating opportunities to bring families together



“Families need families - the most reliable, honest and helpful support and guidance, families of children with disabilities reported, was that which they received from other parents and families. The importance of creating opportunities to bring families together should never be underestimated”.

Partners in Policy Making