



# Family Leadership

“It’s time to try defying gravity”



- Background
- What we do
- What we've learned
- Why us- Mandate
- How that's framed what we believe
- Knowing our place- Where family leadership meets service provision
- Challenge to the future

# Background



- Started in 2009
- Parents and Professional Allies

Families will...

- be leading connected lives in the community
- have enough information to make decisions that are right for them
- at the very least know how much money is being spent on their family members service and will have choice in how and where that money is spent.
- have access to planning and support independent of service providers and brokers

# 2012-2013



- Ran 4 family leadership weekends for 38 families with Clan Beo.
- Worked with 10 families on a one to one basis as well as numerous others over the phone.
- Ran a seminar in conjunction with Inclusion Ireland on personalisation for 150 delegates, 120 of whom were family members and self-advocates
- Reached out globally, delivering family leadership training across Victoria, Australia and researched good practice in both New Zealand and Australia.
- Reach out to families through digital media, roamed the country attending events to get a real litmus test of where the appetite for personalisation is at.
- Won a Social Entrepreneurs Ireland Award in recognition of our “contribution towards changing Ireland”...their words not ours...
- We have met and collaborated with some inspirational people in pursuit of our mission to inform, support and develop family leadership in Ireland among people with support needs. We are constantly refining our offering to ensure that we actively support family leadership, not take over or hinder it...

# Family Leadership Weekends- Our learning



fun

Inclusive  
of all the  
family

Challenging  
perceptions

Joint  
responsibility

Leadership  
training

Family Pals



# Get out of the way...



# Challenge Perceptions





- Problem solve in teams- evaluation your solutions...who do they support?
- Families want good support to stay together even when its rough, not to have to relinquish themselves or their family member to services and professionals.
- We have to meet people where they are at
- Inevitability and Intentionality






- Go where the energy is aligned with your intention
- Think about the ask...

On resistance:

Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure. It is our light, not our darkness that most frightens us. (Marianne Williamson)

# Find your passion...

A man and a woman are shown in a close, intimate embrace on a plush red sofa. The woman is wearing a black dress and high heels, and the man is wearing a dark shirt. They are looking at each other with affection. The background is a soft, out-of-focus red.

*Find the source of your  
passion and you know your well  
for energy*

What does a good vision for the future look like for you and your family?

What would good support look like to achieve that future?

What actions do you need to take to move forward?

# Do you like what you see?



- “Sunday night feeling”
- Who do you want around you when you come home feeling a sense of elation that you’ve done something well?
- Who do you want to tell about your weekend?

# Mandate



- Important to be prepared, to plan for the future in order to have a good life
- Build networks, friendships, circles of support and invite people into your life
- Anything is possible if you believe it can be done, take control and have the confidence to make it happen



# What People Want More of...

- Where to start
- How other families have done things/ success stories
- Circles of support
- Personalisation generally
- Support Planning
- Personal Budgets
- Knowing I Can Pick up the Phone for advice and support





# Our Beliefs and core values

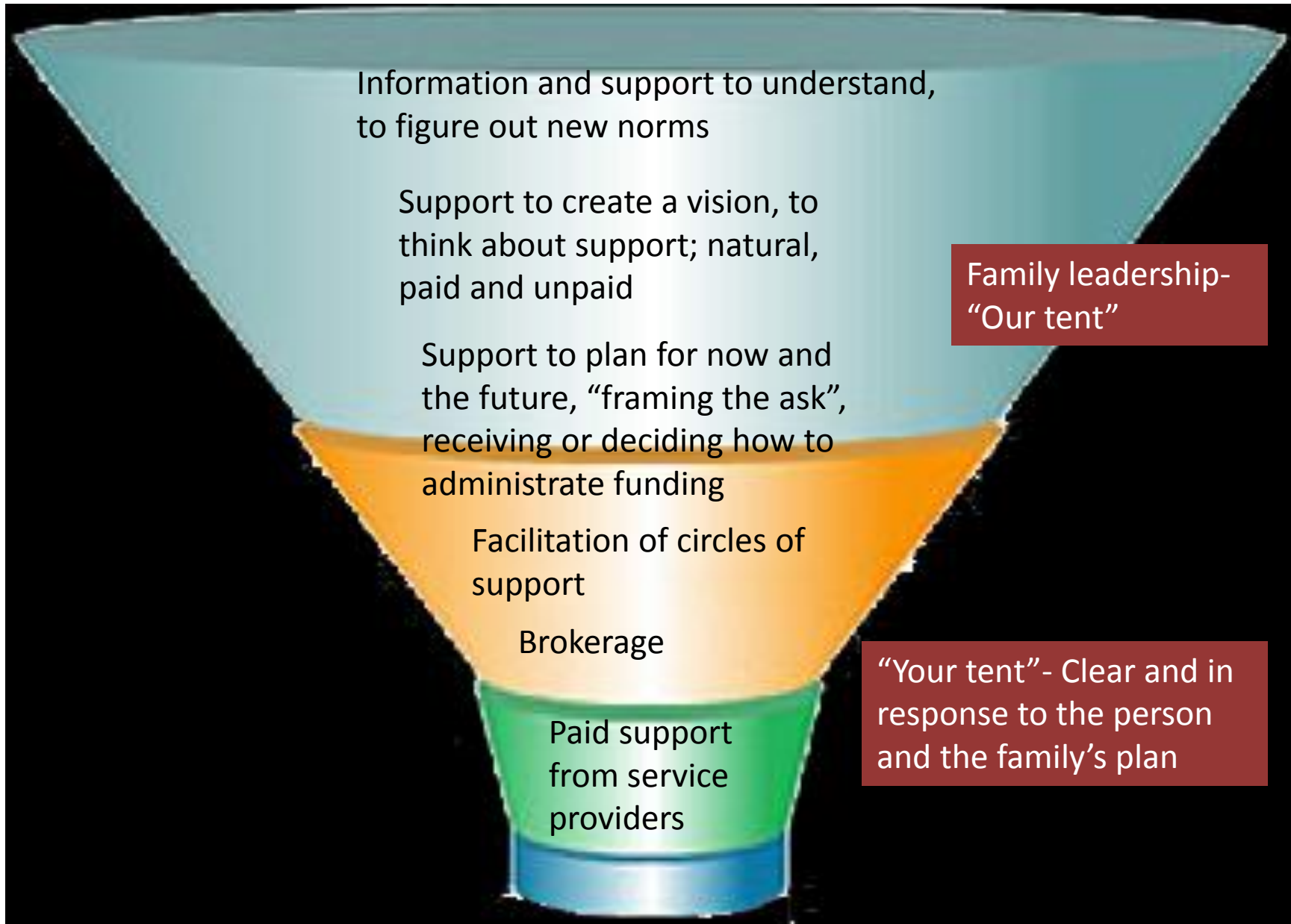


- In the importance of valued roles and relationships - we all need a place to belong, people who love and care about us and meaningful roles in our life
- In the natural authority of families – family is the foundation for the well-being and development of the child
- That family are the best people 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

# This is about more than Money...

- International trends for personalisation- Ireland will follow
- Research shows personalised budgets not sufficient to change lives
- Therefore services cannot hold all the answers
- Families must be supported to:
  - Build confidence
  - Change mindsets
  - Take leadership role
  - Develop meaningful ties in the local community

Families have a support need- not sure what that is: “We want something... anything”

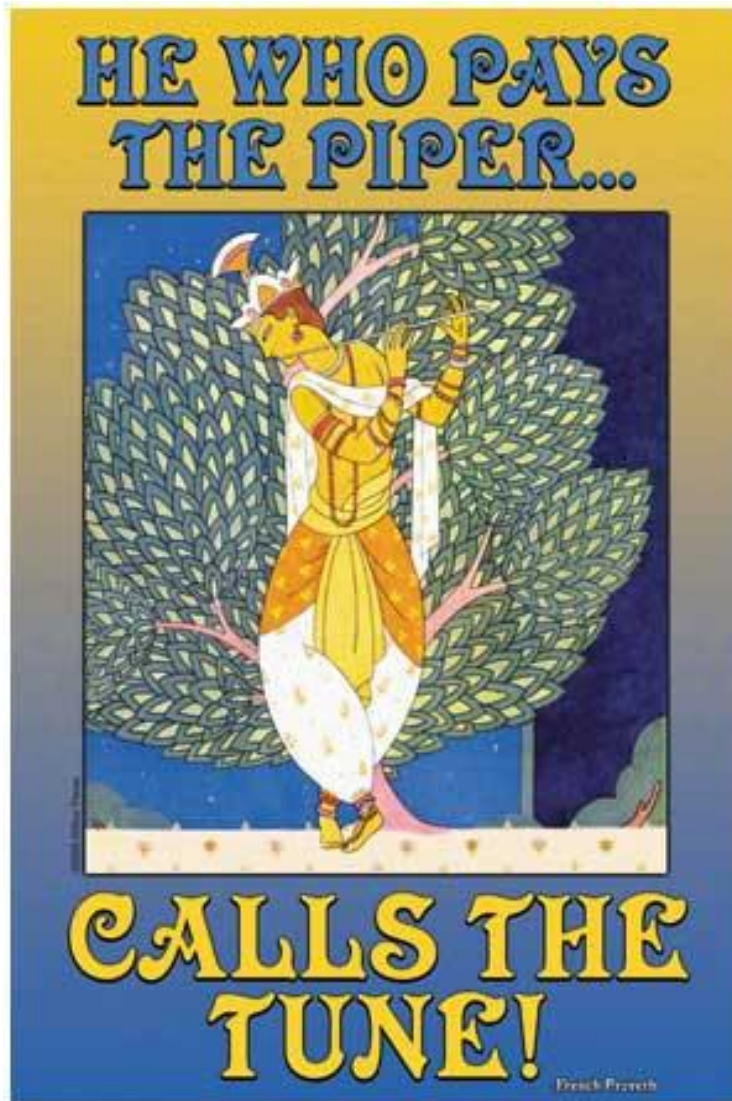


# Service providers

- Strong followers
- Responsive
- Clear about what they can and cannot do
- Evaluate each action, “how does this support family leadership?”
- Fundamental change in the power relationship between families and service providers



# Family leadership is about leading not partnership



- Information
- Decision Making
- Money





- How much power are you prepare to hand over?
- Do you really believe that families should take the lead?
- When you speak of working with families do you mean having them provide unpaid support where you cannot or do you want to support families where they choose and in the way they choose?
- We're doing this already
- "We are person centred"
- We do offer a personalised service



# Final thoughts...



- This is a great opportunity to think through personalisation
- There is a real appetite for change
- Family leadership means a fundamental change in relationship between families and service providers
- Family leadership is about more than services
- Do you want to support family leadership or family engagement?
- Don't promise more than you can deliver
- None of us have all the answers
- Services are strengthened when they allow families to lead service delivery.
- Support family leadership organisations to support families to “distil” their ask
- Support us and others like us to support you