

Waving a flag for Collective Leadership in the year of the tiger

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■ Discomfort around doing a presentation on this topic

■ Why?



Mainstream cultural messages

- Ideas about
 - Who is a leader?
 - What leaders do



What does this even mean?

The very masculine
thrusting arrow (that's
thin & also bent)

Leaders take off into
space?

Going off on your own
tangent?



Or....

A (cute) version of the capitalist model?

Creating a happier workforce



you give out
Leadership
PICKLES
when you...

- 1. Spread ENTHUSIASM**
 - Create a sense of urgency
 - Lend them your energy
 - Make things fun
- 2. Inspire CONFIDENCE**
 - Take the fear out of the future
 - Keep your employees informed
 - Seek your employees' advice
 - Convince people to try
- 3. Demonstrate INTEGRITY**
 - Your team is always watching
 - What they see is what you'll get
 - Do the upright thing always, whatever the cost

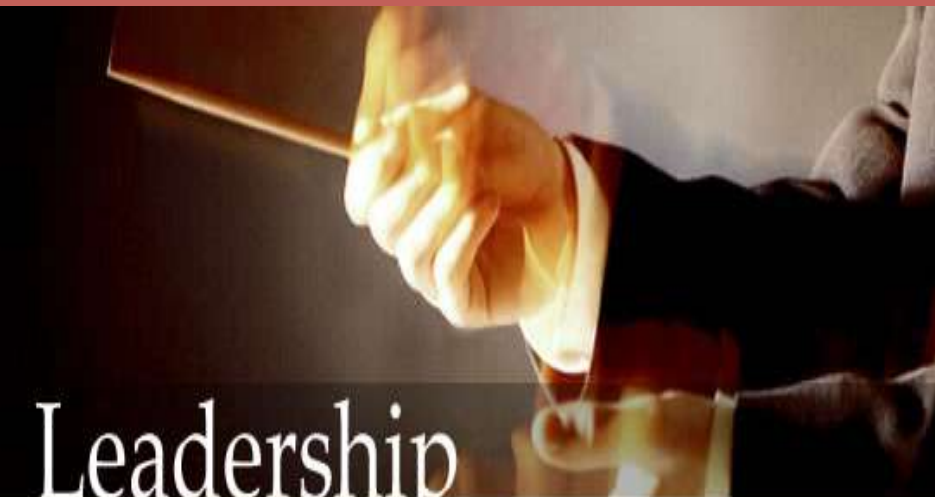
The idea of following



- Images of the natural world
- Leaders have the Ideas & others follow
- Everyone knows Where they're going



...Or...Everyone is a leader



Leadership

Each of us can serve as a leader. And one leader creates another and another, ad infinitum, just as one candle's flame light another and another, until the once-impenetrable darkness has turned to brilliant light.

■ The idea of Leadership as Kindling/inspiring Others to lead

■ We can be our 'best self'



Or....a leader stands
Alone on the edge of
Something



A leader reaches for the stars?

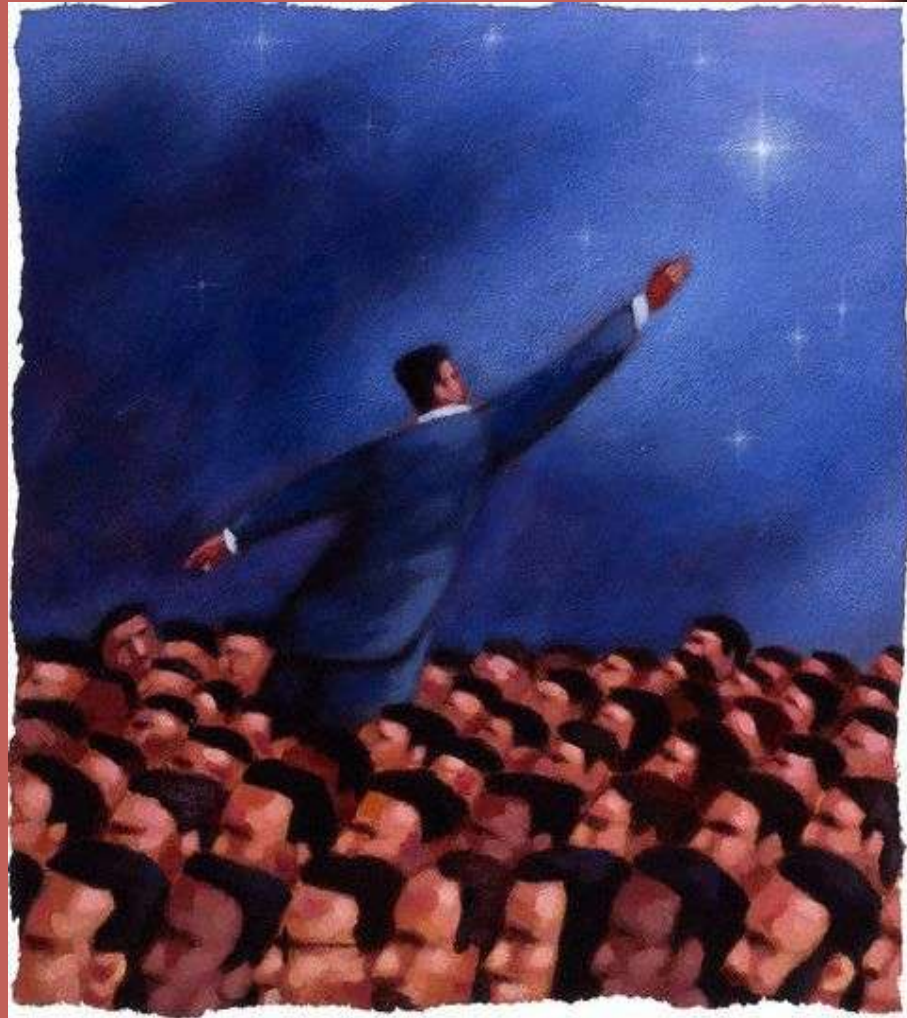
Stands on the shoulders of others?

Faces another direction?

Wears a blue suit & is a man?

Is a man among men?

Is not run of the mill




And my personal
favourite...



LEADERSHIP

When in doubt, wave a flag.





■ There's many messages about individual leadership







- Born leaders/made leaders/anyone can be one
- Inspirational/has followers
- Has something new to say or says it in a new way
- Quiet achiever
- Extraordinary qualities

- What if leaders go the wrong way?
- What if leaders have no followers?
- What if leaders don't 'achieve'?
- Can leaders be all the things people want/hope they will be?
- Tall poppy, short stem after you've used your secateurs



What nobody tells you...

'Leaders' are

-  Often ostracised
-  Lacerated by disappointments
-  Slapped down by authority
-  Alone
-  Full of doubt/uncertainty
-  Criticised



A personal view

- After deconstructing some mainstream messages...
 - I generally talk about 'leadership' for political purposes
 - For me it describes purposeful activity rather than personal qualities
 - It happens within groups or describes the activities people do



The way I feel

- Leadership has something to do with the generation of ideas
 - Connected to the value of thinking
 - Passions and thinking become linked
 - This prompts/stirs desire to act (for me, just speaking can be an act)
 - Looking for /unexpectedly finding people to 'act' with
- Can take a really (really) long time



My interest/expertise

- ❏ Concentration on the specialist mental health service system
- ❏ That's where my main experience of (involuntary) service use lies
- ❏ Provision of education to clinicians using consumer perspective
 - ❏ service based professional development
 - ❏ Teaching post graduate mental health nurses
- ❏ “Growing consumer perspective on the edifice of psychiatry”



What makes me really mad...

- Having almost no *opportunities* to lead
- Being constituted as a beggar
- Unequal & bogus 'Partnerships'
- Consumers being without power/ influence & agency for their ideas
- Being without proper resources to be able to connect with other consumers
- Being reliant on the vagaries of whoever happens to be in authority at any given moment
- When what we routinely *do* is not recognised as leadership when it clearly is



What makes me feel much better.....

- When windows of opportunity arise
- When the timing feels right
- When the conversations you have 'chime'
- When combined energies turn on a purpose
- When something is 'midwifed' into existence (even if only in imagined form)



One Schema...consumer roles

(research represented by the white diamond)



Leadership activity

- Gordon (2005) makes the case for describing roles such as consumer consultancy as leadership.
- Each of the 4 consumer roles in the previous slide can be viewed as ‘types’ of consumer leadership - each requiring investment

Gordon S (2005) The role of the consumer in the leadership and management of mental health services. *Australasian Psychiatry* 13(4), 362-365.



Leadership example: development of Recovery specialist role (ed& training)

- Founded upon the tenets of 'personal recovery' which only we can do
- Working across mental health sectors
- Not employees within services
- In pairs
- Part educative, part organisational consultancy – primarily working with managers and staff rather than consumers
- Complementary to consumer consultancy role
- Supporting development of local/small –scale projects on site



A way to view our leadership??

What can we do that no one else can do?

What is the most possible and most interesting thing we could do?



What would we need to achieve & embed what we want to do?


Connections , goodwill, common purpose, authorising agency



What resources would we need?

(\$\$, work spaces, admin support; 'organizing' skills, time)



 An invitation to meet after this day
(before the end of the year) to share
thinking about setting a 'consumer
leadership' agenda



Margaret Mead

“Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has”.

