

## 2022 Match Summary

Name of Match: Emerging Leaders in IIMHL and IIDL: Where we've come from and where we're going

Location of Match: Online

1. Describe the **purpose** of the match: (Maximum 500 words)

A developmental match to share key reflections, insights and knowledge of what supports good practice and policy across mental health, disability, and addiction, the ongoing challenges shared across the sectors, and how to work together to tackle the challenges of the future.

Our key question was: "How can we best support intergenerational dialogue and collaboration on key priority issues?"

This match deliberately built on work which has been ongoing within IIMHL and IIDL since 2017, in line with the Emerging Leaders Strategy and the development of the Emerging Leaders Principles.

2. Describe the **leaders** who participated in the match (for example, were some of them peers, youth, family/caregivers, practitioners, policy makers, clinicians? Were they from community settings, government, NGOs, clinical settings?): (Maximum 500 words)

Wide range of established and emerging leaders, bringing together lived and living experience and expertise and people working across a range of settings such as clinical roles, community settings, NGO leaders, advocacy, and government. Younger and Emerging leaders were well represented.

Our lived and living experience spanned across types of disability, experiences of mental distress, and experiences with substance use and addiction.

Eight countries were represented within our match.

3. What do you see as the **game changer** for this match topic? (Game changer is defined as: a newly introduced element or factor that changes an existing situation or activity in a significant way.) (Max 500 words)

The Match combined sharing key content insights alongside reflection on intergenerational collaboration.

Key content/technical lessons:

- Never resort to 'special' until you exhaust the ordinary
- Start by asking people what they love about their lives
- Trust is the key to success when working with people to build the life they want – we need to know the person well to uncover the right solution for them, their family, their context and culture.
- Don't fall into the trap of othering anyone.
- Before all else, cause no more harm.
- Approach each individual person you work with as though you are establishing a covenant of respect – what does being treated with respect mean to them and to you, and how do you develop your way of working well together.
- There is value in key practices and concepts such as model coherency, supported decision making, and social devaluation and creation of valued social roles – learn about, understand these approaches, and build from them.

Intergenerational collaboration and leadership lessons

- Making change requires extraordinary persistence, endurance, and resilience.
- Systems keep people in reactivity and chaos – take the time to pause and reflect on why are things the way they are.
- Cherish the people who challenge your thinking, welcome and nurture your relationships with them.
- Build alliances between people with shared values in different parts of systems – especially people and communities who have long been marginalized or devalued. They have strengths, wisdom, and

insights needed to make improvements. This especially applies to First Nations/Indigenous people and communities and people with lived and living experience/expertise.

- Mistakes aren't failures – don't be afraid to try and to learn
- Collective effort builds and scales ideas, not single heroes working alone
- Bring solutions, not just problems or complaints
- Focus on the medium to long term
- Stick your nose into a wide range of space, but come with a mindset of openness, curiosity, and constructive questioning – not judgement.

4. How will the match **support inclusion, resilience and growth** for this match topic and for the leaders who attended: (Maximum 500 words)

- Seeing just how similar the challenges experienced across a range of countries and sectors are helped people to feel connected and less alone as they work to overcome these issues in their areas, contexts, or services.
- We explored how to bridge power imbalances – both in working with people delivering services but also in finding ways to work with power brokers/decision making to develop and deliver changes.
- A lot of attendees strongly resonated with the message that the most effective leadership focuses on the medium to long term – and plan to keep this in mind to maintain their momentum and resilience.

The Match generated a lot of useful content from notes and responses to reflective questions. The final session explored a range of methods which may be helpful to move forward intergenerational collaboration, which supports inclusion, resilience, and growth of leadership across all our sectors of interest.

1. An ongoing collaborative meeting quarterly: this would provide ongoing opportunities for connection, sharing practice and workshopping challenges and how best to overcome them. Many Match attendees identified the relationships and connections as a key benefit and something that is missing right now.
2. A more formal 'training' style offering, which would enable people to learn about key values, approaches, tools, and practices which are grounded in person-centred, inclusive and collective leadership values.

Key topics of interest:

- Early intervention
- Overcoming siloes
- Influencing change upwards

Remaining questions

- What do the 'rules of the road' need to be within the collaborative to make sure there is genuine two-way conversations and sharing?
- How do we make a training offering sustainable?