



International Initiative for Disability Leadership (IIDL)

In March 2021 New Zealand is hosting the International Initiative for Mental Health Leadership (IIMHL) and the International Initiative for Disability Leadership (IIDL) Leadership Exchange in Christchurch.

The date for the 2021 Leadership Exchange is 1st – 5th March 2021

The date for the “matches” are: 1st & 2nd March 2021

The committee organizing the Exchange is seeking “Expressions of Interest” from organisations wishing to host a leadership “Match” as part of the International Exchange programme.

About the IIMHL and IIDL

The International Initiative for Mental Health Leadership (IIMHL) and the International Initiative for Disability Leadership (IIDL) are international learning collaboratives for mental health, addiction and disability leaders.

IIMHL and IIDL help leaders connect, share knowledge, and apply innovations to improve services. IIMHL and IIDL are government funded initiatives.

The Philosophy Behind the IIMHL/IIDL Leadership Exchange

The philosophy behind the IIMHL/IIDL Leadership Exchange is that once key leaders are linked together, they have the opportunity to begin collaborating and building an international partnership. The aim is to build relationships and networks that are mutually helpful for leaders, organizations and countries. The benefits of such a collaborative effort will cascade down to all staff and consumers.

We are seeking “Expressions of Interest” from New Zealand and the East Coast of Australia

Following the two-day match there is a travel day when all participants will travel to be together in Christchurch for the IIMHL/IIDL Network Meeting.

SCHEDULE OF THE IIMH/IIDL LEADERSHIP EXCHANGE

Days 1 and 2: Matches

Leaders who are visiting choose the theme-based Match they wish to attend. These Matches are often return visits where visiting leaders are traveling to see leaders that they hosted in prior exchanges. Or they may be new or emerging leaders matched with more experienced leaders. The host and visitors jointly prepare a programme through prior email contact for the two-day Match that ensures that leaders’ (both host and visitor) expertise and interests are met.

The hosting leaders make their facilities and staff available for the visitors to observe and where possible participate in day to day activities. This programme has often included brief presentations by visiting leaders to the staff of the host organization. Many collaborative research projects have been initiated during a visit. Leaders who have been matched in prior exchanges have sometimes used these two day Matches to conduct peer consultation/ assessment of a service.

Day 3: Travel

The third day of the Leadership Exchange is for travel from all of the host sites to the venue for the IIMHL Network Meeting.

Day 4 and 5: IIMHL/IIDL Network Meeting

The two-day Match is followed by a two-day Network Meeting which both visitors and hosts attend. Both days look at how to continue to build collaboration between leaders of IIMHL's sponsoring countries and how we can transfer knowledge and best practice rapidly among countries.

We are seeking expressions of interest to lead the two-day “Match” the following topics:

- Family led
- Systems transformation
- Indigenous
- Supported decision making
- Employment
- Personal budgets
- Government officials exchange
- Disabled persons led service evaluation
- Christchurch recovery

We are expecting up to 200 people will be participating in the IIDL “matches” from New Zealand, Australia, USA, Canada, the United Kingdom, Nordic countries, Singapore,

We are looking to have xxx “matches” with up to five on the Australian Eastern Sea Board, the remainder being hosted in New Zealand.,

APPENDIX 1: BACKGROUND INFORMATION

IIDL Leadership Exchange Guidelines

The Process for Hosts

It is up to you as the host to make direct contact with your visitors and to arrange an agenda for the two-day match. Each person will have completed the membership record and will have registered to attend.

Some people may have been involved in past matches and others may not. Those who are attending for the first time may need more information by email so that when they arrive they know what to expect. All matches will be linked to the exchange theme:

Host Tasks

The core tasks of the host are documented in the three sections below: before the exchange, during, and after

- By email find out what roles your visitors hold, in what sort of service, where
- Find out what your visitors want to see and learn - What do they want to discuss? Who would they like to meet? What are their expectations of fellow participants and the process? Are there particular ground-rules which are important to them?
- Ask all participants to circulate relevant information about themselves, their organisations and their work around the group

- Check out whether anybody has any special requirements (e.g. food, mobility issues, hearing, sight issues) which need to be factored in to your arrangements
- Find out if they have family travelling with them and direct them to the part of the website that describes activities for family members.

Then develop an agenda or programme with the above information in mind and check it with your visitors to see that it meets their (and your) learning needs. Remember the theme for the Exchange when putting together the programme, allow some breathing space and reflection time at the end of the formal afternoon session.

Part of the programme is usually a brief presentation from each participant about their role/service/country. Ask visitors about any audio-visual requirements they may have.

In the past visitors have appreciated programmed activities like:

- The opportunity to describe their services/ideas in a brief presentation (which – if relevant - may also include brief background, demographic and/or epidemiological information of their country/service; hearing about your role as above - i.e. your service, demographics and challenges)
- to discuss particular service challenges that they may require help with (e.g. a brainstorm with the group)
- to visit specific services that are similar to theirs
- to meet local “experts” in an area of interest (e.g. it may be that people have expertise in consumer or peer-led services, academic areas, or indigenous, clinical or family issues)
- discussion of possible collaborative projects (e.g. writing a joint discussion paper or research)

More informal social activities have included:

- a shared meal (you may like to pay or people can pay for themselves)

a visit to a local tourist spot - it is worth checking out what’s happening on the two nights in your region as there may be a great local event they could attend.

In the past people have **not** found these activities useful:

- “Death by PowerPoint” (you may be delighted with your service/ideas but people who have travelled across the world to your country do not need two days hearing about it)
- Visits to day services, residential group facilities, etc as services have progressed and these are not examples of best practice

About IIDL (copied from the IIDL website)

Disabled people, families, service providers and policy makers have independently been focusing on identifying evidence of best practices and service delivery that will enable disabled people and their families who support them, to live personally meaningful and socially valued lives in society. However, there has been little investment in understanding how disabled people’s networks, provider organizations and policy makers, essential to the

enabling these outcomes to be achieved, can develop effective leaders. Such leadership includes the ability to locate, understand and adapt excellent organisational practices and develop robust organisational and managerial skills.

The absence of resources and supports for key leaders in Disability internationally hampers them, their organisations and communities from obtaining and adapting the skills and processes identified as most likely to enable people to live meaningful, valued and socially inclusive lives. With greater support for developing and demonstrating leadership, the Disability sector could develop services based on best practices and innovation and could, in turn, mentor future leaders.

Such leadership will not appear just because it is needed. It will require a proactive effort to keep our current leaders renewed, relevant and challenged. In addition, this initiative is a means for identifying and recruiting new leaders as little has been done to prepare the upcoming generation for the leadership challenges.

National policies and directions have often been focused on clinical practices rather than leadership and innovation as key functions to assure that relevant and effective services and supports are delivered. Many countries now realise that service sector leadership is vital to the success of community-based services. To succeed in attaining good lives for people in community the service provider environment will require leaders who have the ability to promote and support much needed change in the delivery of disability services.

A key feature of this initiative is the opportunity it presents for disabled people, families, policy makers, funders and providers to work in a collaborative manner towards common goals. Enabling leadership across all of these respective roles to support each other to provide the best possible life opportunities for disabled people and their families.

The direction of such change is not just limited to practice within any individual country, but to enable member countries to become part of an international movement. National policies and directions established and developed in one country can be enhanced by changes occurring in others. The role of a leader in maintaining awareness of all changes is a daunting task. It often leaves leaders without a network for personal support or organisational assistance to advance changes needed within the environment.

This exciting initiative aims to offer support and technical assistance to sector leaders by assisting them in promoting and engaging in change in the field by:

- Providing a support network through partnership with other leaders equally interested in being agents for change from around the country.
- Identifying and sharing the best in service design and delivery.
- Linking leaders and innovators together to build a base from which best practice can be showcased within member countries.

With the objective that such an international leadership initiative will broaden national policies and service developments with an emphasis on evidence-based practices.

The Need For Such an Initiative:

The absence of resources and supports for key leaders in disability services world-wide hampers them, their organizations and communities from obtaining and adapting the skills and processes identified a most likely to support people to live fulfilling and meaningful lives.

The lack of support to develop and demonstrate leadership limits the competence and skills of sector leaders in developing services based on best practice, innovation and the mentoring of future leaders.

Overall/Outcome Objective of IIDL:

People with Disabilities and their families want to have personally satisfying everyday lives in the community.

Point of IIDL:

To influence and support policy makers and communities (deliverers), towards making this happen through challenging practices, thinking and visions that are outdated.

We want to be an international leadership forum that raises awareness, improves personal leadership, and shares ideas on innovative and best known (optimal) practice.

This means:

- Establishing international leadership exchanges, between key people in countries of similar economic and cultural development, that:- demonstrate and share knowledge of innovative and effective practice
- encourage and support the use of effective vision, thinking and practice
- help develop sustainable influential leadership
- generate ongoing international networks of leading practitioners
- the ongoing provision of information around what is seen to be working and new ideas.



Structure - This initiative will develop under the umbrella of and in partnership with the well established and successful **International Initiative for Mental Health Leadership. (IIMHL)** www.iimhl.com. The International Disability initiative will operate with a small steering group to set direction for and oversee the development of this initiative.

Membership - Any disabled person or family member in leadership roles, or providers can join at no cost. The principle membership is via the Chief Executive of the Disabled Person's or Family Association, or provider agency in order to ensure that innovation and development is to be supported at the highest level within the member organisations.

Core Programmes

- **Leadership Exchange:** The matching of key Leaders and Executives in the sector to build networks for organisations
- **Forum** for the international exchange of best practice initiatives occurring within member nations

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The potential of these collaborations is limitless and it starts with each leader's involvement in a leadership exchange.