**My word of the moment is……**

Story

Learning

Humility

Relational

Coalescing

Empathy

Systemic

Visual information

Share learning

Goal-orientated

Participation

Meaning

Openness

Logical

Inquiry

Outcomes

Relationships

Language

Self-reflection

Relational

**It’s a bit radical but…**

Worthwhile

It moves things on

I don’t mean it

…worth it

We want to overturn the way that performance management happens

We must accept complexity

We could tell the story through pictures

We should challenge traditional hierarchies and include communities in collaborative working

Don’t worry about the results!

Challenge of involving people in good evaluation practices

Let’s focus on listening and hearing emotions

Things need to change

I’m up for a challenge!

Governments should forget about getting re-elected.

Unless we consider apparently impossible changes, we will experience catastrophic climate change

We need to evaluate during then project not only at the end

Worth trying

We can shadow each other’s work to participate in learning sharing

It’s important to accept that things are often muddled and outcomes can’t be put in a set of single figures

We have to push ourselves beyond our comfort zone

**One thing that still puzzles me is...**

Thinking simple measures are the answer

When will we learn

Why they (commissioners) bother

Why people think silos work

How we move forward

How to capture the richness of complex learning and meaningfully improve practice

The rationale for Brexit given the impact it has already had on the economy

How to appeal to different audiences

Is why it takes so long to reach a conclusion

How to encourage others to accept complexity

How do we balance bring open and inquiring with project deadlines and requirements?

Performance management – it’s not everything

Why learning is valued less than doing.

How I can focus on me affecting my evaluations ie. The relationships developed

Is understanding what shapes peoples’ motivations

How much you can learn from other people’s perspective

How to summarise and make learning concise but appealing

Why people compete instead of collaborate

Where to begin

Funders don’t account for real-world complexities

**Let’s stop………**

To listen

Digging holes

Framing solutions

Reinventing the wheel

Prevaricating

Being in silos

Setting targets

Being afraid

Complaining

Talking about it, do it, try it and learn from it

Taking it for granted

Judging others in our research and evaluation

Stifling playfulness and reflection in the name of productivity

Doing things for the sake of doing them without real value

Repeating the same mistakes and look for new solutions

Trying to put systems and logic on a world that is made up of complex relationships

Just getting through the to do list

Over-complicating things

Concluding that evaluation is ever objective

20 page formal reports

Rushing

**I’d be upset if……..**

We can’t build momentum around more relational and meaningful outcome approaches

We didn’t work together to find a new way of doing things

I wrote the brief

We stopped finding compromise

I was not asked to participate in the research collaboration

Relationships were overlooked in favour of ‘results’

I failed to meet client expectations

If people continued to not learn from evaluation

My evaluation contributed to poor decisions

I was unable to share what I had learnt

The field of evaluation ever stopped challenging everything

We couldn’t be authentic

We lost the focus on outcomes

Nothing changes

The human dimension was overlooked

Results are not discussed and reflected further

Evaluation is always linked with accountability and not learning

I would not be able to learn something new each week

**Let’s start…..**

Paying attention to the practice of making change

Sharing our thinking more

How to get service leaders onboard wit the reality of complex system they work in

Involving those who are not our usual partners

Working together more

Working together towards a common goal!!!

Creating meaning and values together while accepting uncertainty in the world.

Capturing the value in the ‘workarounds’ and ‘muddies’ to make the world a better place

Reflecting

Finding ways to ensure we focus on relationships and various forms of evidence

Focusing on the really important things

Doing more reflective practice

Being less cautious

Observing what changes

Being more enthusiastic of our work

Today

Connecting better

Working together

**Imagine if …**

I couldn’t help

More people felt they could make a difference

We actually transformed

Systems could see and appreciate the great work so many people in them do

Evidence is taken seriously

The evidence was ….and appropriate action was taken

All the outcomes we strive for came true

Everyone understood the value of evaluation and built it into all of their projects

We all collaborated towards a common goal

Individuals came first – not things people want to do to them

Learning was top of the list of things to do

We could all bring our self to work

Politicians really committed themselves to evidence-based programmes

Everyone shared a refreshing outlook about evaluation

We actually let evidence determine policy

We could evaluate perfectly

We did

Every intervention could really bring about a positive change in people’s life

Everyone was kind and caring

Leaders could inspire everyone else with their behaviour