



International Initiative
for Mental Health
Leadership



International Initiative
for Disability Leadership

IIMHL and IIDL 2022 Christchurch Leadership Exchange Match HOST* Information Pack

2022 Theme:

“Valuing Inclusion, Resilience and Growth”

“Kaingākauria te Whakawhāiti Tāngata, te Ngākau Manawaroa, te Puāwaitanga o te Tangata”

E mihi ana ki a koutou katoa huri noa i te ao, koutou o tēnā whenua, o tēnā tai, o tēnā motu

Tēnā koutou, tēnā koutou, tēnā tātou katoa

This Match Host Information Pack is distributed amidst an ever-changing world currently experiencing social proximity challenges. With strong resolve people find innovative and creative ways locally and internationally to retain and strengthen connections with each other and reaching out to others who are less connected. IIMHL and IIDL model collegial connection and actively sharing and exchanging ways that positively contribute to personal, family and community wellbeing in our respective countries.

As a result of this global uncertainty IIMHL and IIDL have made the decision now that moving all Matches to become virtual will eliminate uncertainty for people wishing to participate and enable planning to proceed.

Kia kaha! (Strength and confidence).

The overarching 2022 theme reflects the response to events experienced in Christchurch, New Zealand. Christchurch as a community and an infrastructure is in re-growth mode from the challenge of two significant earthquakes (September 2010 and February 2011). The two Christchurch Mosque attacks (March 2019) raised the nationwide challenge of valuing diversity and expressing kindness to all people. New Zealand led this as an international challenge based on the way we responded with aroha (love) within our nation. Inclusion encompasses all people, resilience provides the hope to recover and restore, and growth actively brings newness and life. Christchurch has been chosen deliberately as the location for the Australasia/Pacific Islands Regional Hub Network Meeting to contribute to the local economy, to demonstrate that New Zealand is resilient, and to affirm that New Zealand can grow new things without forgetting the old.

The interpretation of the theme in te reo Māori enhances the mana of the sentiments expressed. It means literally: Cherish the inclusion of all people, the resilient heart and blossoming of the whole person.

The following image was generated from a Māori carving created in 2013 when New Zealand hosted the 2013 IIMHL/IIDL Leadership Exchange. The Te Pou Kaumātua (respected elder) Tex Clark wanted to present something to mana whenua (customary authority exercised by an iwi or hapū in an identified area) and a member of his whānau (family) designed the carving.

The carving was created by a Waikato-based local carver, Aaron McMahon. The carving was blessed in 2013 by Te Pou Kaumātua Tex Clark. Fran Silvestri (IIMHL/IIDL President & CEO) has the carving at his home. The carving will be present at the Australasia/Pacific Islands Regional Hub Network Meeting.



There are two central concepts depicted in this logo: That of the Manu Tukutuku or Māori kite and Tāwhirimātea the manifestation of weather, storms, wind and rain.

In traditional times whilst the Māori kite was a popular toy enjoyed by children there were also times it was employed in revered ritual to predict possible future events by carefully observing its various motions when buffeted by the wind. Ascent, descent, eccentric or chaotic flight, all movements told of occurrences unfolding.

In this way the Manu Tukutuku guided Māori ancestors.

It represents here the struggle to find stability and equilibrium while battered by the winds of ordeal, ultimately rising above tribulation and discovering positive direction.

The renewed popularity of Māori kite flying especially to celebrate the Māori New Year is indicative of a desire to celebrate indigeneity and acknowledge cultural values and diversity and their role in the betterment of the whole person, community and nation.

Tāwhirimātea symbolizes a gathering of the four winds representing our international attendees while also acknowledging the aspiration of permanence for the four walls of the Whare Tapawhā that promotes good health and wellbeing although constantly exposed to life's tempests.

About the theme in a New Zealand context

Each of the words in the theme is meaningful across mental health and disability. The by-line "Nothing about us without us" is a familiar term from the Disabled Persons Assembly internationally, and across mental health consumers. Services work with a strengths-based approach, and informed learning about our respective life's journeys provide understanding and positive growth. New Zealand's recently published report "He Ara Oranga – Report of the Government Inquiry into Mental Health and Addiction" (2019) is based on people at the centre, wellbeing and what needs to happen.

The principles of Enabling Good Lives (below) form the partnership between Disabled People and the services which support them and are reflected in this theme of "Valuing Inclusion, Resilience and Growth":

- Beginning early
- Relationship building
- Self Determination
- Person Centred
- Mana Enhancing
- Mainstream first
- Ordinary Life Outcomes
- Easy to use

Many Match topics and the current international dialogue fit within at least one of the theme's three headings. For example:

- *Inclusion* is about acknowledging diversity, inclusion and equality and people with lived experience being represented at all levels
- *Resilience* is about the right supports and services, believing in hope and change, and bringing this to our work

***A “host” is the person who will be hosting virtual visitors and who will lead the co-production of the agenda/program for the virtual Match.**

Visitors may join from many countries and primarily from the ten IIMHL/IIDL member countries/sponsors: Australia, New Zealand, USA, Canada, England, Scotland, Northern Ireland, Republic of Ireland, Sweden and the Netherlands. It will be of particular importance to engage with any registered visitors early to best understand how to manage the challenge of connecting people virtually across competing time zones.

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1. 2022 Christchurch Leadership Exchange

Date	Activity
Between December 2021 and March 2022	Once registration opens on the IIMHL and IIDL websites, visitors will sign up to Matches and hosts will be advised. Initial email contact will occur amongst hosts and visitors to get to know one another.
During March 2022 (dates to be determined by IIMHL Match hosts)	Matches will each meet virtually (via Zoom) so that hosts and visitors can meet each other and discuss topics for the virtual match in October. Some Matches instead may decide to have a content focussed discussion in March should their planning be sufficiently advanced by then.
March to October 2022	Match hosts and visitors continue to engage to finalize the agenda for the Match. Gain an understanding of time zones, and length of sessions.

3 rd – 20 th October 2022	Matches will take place over this extended period to allow for a number of virtual meetings to occur and as full an exchange programme to take place as possible, as determined by Match hosts in consultation with their visitors.
26 th and 27 th October 2022	In-person Regional Hub Network Meetings will take place: Australasia / Pacific Islands – Christchurch North America – Washington DC Europe -TBD

2. Background Information

Since their inception, IIMHL (since 2003) and IIDL (since 2007) have undertaken a regular week-long Leadership Exchange, approximately every 18 months to two years. This 2022 Exchange will take place over an extended period from the 3rd – 27th October to enable a change of process from an in-person to a virtual exchange, and a two-day in-person network meeting across three regional hubs. Should regional hubs not be able to take place due to travel restrictions, the affected hub will convert their program to a fully virtual event.

Hosts and visitors from prior Leadership Exchanges have developed, or are now beginning to develop, partnerships whereby participants maintain an ongoing connection. This is resulting in several types of information exchanges all aimed at improving lives for disabled people and their families and/or improving mental health and addictions outcomes and services:

- Ongoing collaboratives
- Staff exchanges
- Exchange of information on service improvements and best practice
- Collaborative projects and knowledge exchange
- Problem solving

Further information about IIDL/IIMHL and past activities is available on the website:

IIDL: <https://www.iimhl.com/iidl-homepage>

IIMHL: <https://www.iimhl.com>

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

3. Overview of the Match Process

We are delighted that you are able to host leaders as part of the 2022 IIMHL/IIDL Leadership Exchange and we thank you for being willing to share your wisdom, knowledge and experience.

IIDL works to improve outcomes for disability and families by improving leadership, innovation and best practice among countries. IIDL seeks to achieve this by:

- Developing leaders who influence the conditions that enable the people with disabilities to have a good life, at all stages across the life span

- Developing leaders who deliver the best possible outcomes for people who live with disabilities and their families.

IIMHL works to prevent mental distress and disability and improve outcomes by improving leadership, innovation and best practice among countries. IIMHL seeks to achieve this by:

- Developing leaders who influence the conditions for positive mental health in all sectors across the life span
- Developing leaders who deliver the best possible outcomes for people who use mental health and addictions services and their families.

Match Topics

Matches are two-way learning events where hosts and visitors share innovations and challenges. IIMHL and IIDL use a set “topic” approach and encourage the establishment of ongoing learning collaboratives among countries.

Leaders choose the topic-based match they wish to attend. These matches often develop into return visits where visiting leaders travel to see leaders that they hosted in prior exchanges. Or they may involve new or emerging leaders matched with more experienced leaders.

New Zealand and Australia will have agreed on key topics that fit within the theme of “Valuing Inclusion, Resilience and Growth”. Up to 10 IIDL and 30 IIMHL Matches will be on these topics, some of which have been key topics in the past. All matches for the 2022 exchange will be virtual and will be facilitated by host organisations across both New Zealand and Australia. The complete list for IIDL is on <https://www.iimhl.com/iidl-homepage> and for IIMHL is on <https://www.iimhl.com>.

Learning Collaboratives

IIDL is committed to improving the quality of supports and value of life for disabled people and their families. IIMHL is committed to improving the quality and value of mental health and addictions prevention and care. There is often a gap between what we know that works and what we do to assure the most effective approaches are rapidly implemented. The Match process is intended to build international partnerships between leaders to share creative and innovative approaches through active learning collaboratives. We encourage match participants to partner and move towards becoming members of their own learning collaborative.

To maximize learning and sharing, past hosts and visitors have provided feedback that the ideal number of participants in an in-person match is between 3 and 20. With virtual meetings, the maximum a host may wish to consider is 25 given the number of people that can be seen on one screen in Zoom. Hosts should not be discouraged if they receive only one or two visitors as these small Matches have often turned out to be excellent opportunities for in-depth knowledge exchange and relationship building for both the host and the visitor(s).

4. Hosting

This is where the concept of manaakitanga comes in. It is a Māori word meaning: **(noun)** hospitality, kindness, generosity, support - the process of showing respect, generosity, and care for others, and is a foundational way of hosting guests in the Aotearoa/New Zealand context. While in previous exchanges this would translate to providing and sharing kai with your visitors this will not be an integral component of this year's exchange. However, effective hosting will involve sharing of time with people, welcoming people into the Match as they register and engaging them in the setting of the agenda and contributing to the sharing of knowledge.

When leaders sign up to your Match, you and they receive automated emails indicating that they are now part of your Match as a visitor. It is up to you as the host to make direct contact with your visitors and to co-produce with them an agenda for the virtual Match sessions. You may decide to host several sessions over a number of days within the 3-20 October window, given that we recommend maximum 90 minute Zoom sessions to avoid Zoom fatigue. A unique feature of the Matches is the co-production of the agenda/program with your visitors, as past evidence shows this to provide the best outcome for the Match as well as setting the stage for on-going collaboration.

All hosts and visitors will have completed an IIDL or IIMHL membership record and will have registered to attend the Match, and in many cases, one of the Regional Hubs. For this 2022 Leadership Exchange, there will be three in-person Regional Hubs, travel permitting: New Zealand, Australia and the Pacific Islands will meet in Christchurch; US and Canada in Washington, DC; Europe will meet in Scotland, location to be determined.

("Visitors" are those leaders who take part in the virtual Match. A Visitor Pack is provided to them with similar information as that found in this Host Pack.)

**Effective and early email communication between hosts and visitors
is the key to a successful Match.**

5. Host Tasks for 2022

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

Before the Match:

- If you are not already an IIDL or IIMHL member, be sure to complete your IIDL membership record at <https://www.iimhl.com/iidl-homepage> or your IIMHL membership record at <https://www.iimhl.com>.
- Some hosts will have the opportunity to work with an international co-host, an innovation begun in Sweden in 2018. This will provide selected hosts with the opportunity to engage with a host from the 2019 Match on the same topic, which will ensure continuity across the two Matches.
- There will be the opportunity for hosts to receive training in advance of their Match. Zoom sessions on digital hosting are now being provided.
- Once you have begun to receive emails advising you of your visitors, connect with them by email to find out what roles they hold, in what sort of service, and where.

- Do not be discouraged if you only receive a small number of visitors. The ideal Match size has been found to be between 3 and 20 participants, however keep in mind that Matches with only 1 or 2 visitors have often turned out to be excellent opportunities for in-depth knowledge exchange and relationship building for both the host and the visitor(s).
- Find out what your visitors want to learn - What do they want to discuss? Who would they like to meet? What would they like to present? What are their expectations of fellow participants and the process? Are there particular ground-rules that are important to them?

New for 2022: Cross-Cutting Themes

Match hosts are asked to consider the following cross-cutting themes as they work with their visitors to design their match:

- The voices of people with disabilities and lived experience of mental health problems, including as participants in the Match
- The voices of youth leaders, including as participants in the Match
- The voices and roles of families, including in the Match
- The role of self-direction and individualised funding
- The potential for technology
- The idea of “gamechangers” for your match topic and the potential for disruption of the status quo

In addition, for IIMHL Matches:

- The voices and roles of carers, including in the Match
- Primary mental health
- Prevention as well as treatment
- The role of financing and alternative payment models
- Addiction (alcohol and drug)
- Rural mental health
- Crisis and disaster responses

- Ask all participants to circulate relevant information about themselves among the group - their organizations and their work. This can be done as a closed Facebook or WhatsApp group for you and your visitors, or via email.
- Check out whether anybody has any special requirements (e.g., mobility, hearing, vision issues) that need to be factored into your arrangements.
- Plan the length of your virtual sessions to best accommodate visitors’ respective time zones, and people’s capacity to engage with a virtual process. Depending on numbers of participants, planning for breakout sessions around topics is helpful in ensuring everyone can participate in the discussion and personal relationships have a better chance of developing. A guideline for virtual hosting is available to all Match hosts. This guideline includes how to ensure your exchange is accessible to all participants and can be found at this link: https://www.iimhl.com/files/docs/Digital_Match_Hosting_Guide_Draft3Nov21.pdf
- Develop an agenda or program 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: **“Valuing Inclusion, Resilience and Growth”** when putting together the program. Allow some breathing space and reflection time as part of the program.

- Part of the agenda is usually a brief presentation from each participant about their role/service/country. Ask visitors about any audio-visual requirements they may have (see virtual hosting guide).

In the past, visitors have appreciated programmed activities like:

- The opportunity to describe their work in a brief presentation (which may also include brief demographic and/or epidemiological information on their country/service and hearing about your role as above - i.e., your work, demographics, and challenges)
- Discussing particular challenges that they may require help with (e.g., a brainstorm with the group)
- To engage with organizations that are similar to theirs
- To engage with local leaders in an area of interest
- Discussion of possible collaborative projects (e.g., writing a joint discussion paper or research or other forms of on-going learning)

More informal social activities have included:

- While social activities will be limited because of the virtual nature of the exchange, hosts can encourage visitors to register for their Regional Hub network meeting.
- Also providing breakout opportunities where people can get a coffee or other beverage, and have more informal conversations with each other online

In the past, leaders have not found these activities useful:

- “Death by PowerPoint”
- Lack of time to have general open discussions
- Over-scheduled sessions

However as this is the first time we have hosted Matches virtually it will be important to check with visitors as to how they wish the time available in the sessions to be used.

During the Match:

- Hosts could draft outcomes that leaders would like to achieve before or as you start (then check to see if they have been achieved at the end of the Match). Check how participants feel at the end of each session. Are they happy with how things are going? Are there any issues arising which might have to be taken into account in the following session? Any program/agenda changes that they might want? Are there any practical problems/queries that any of the participants want to discuss with you privately?
- Document/capture the main issues/ideas generated during the Match.
- Take some time to find out how participants would like to build this meeting into an on-going collaborative.

Match Reporting Requirements

Required Reporting for IIDL/IIMHL Website:

All Match hosts will be asked to complete a straightforward Match Summary Template, which will be placed on the IIDL/IIMHL websites after the Leadership Exchange.

Reporting into the Regional Hub network meeting:

Many leaders who have not attended your match will want to know all about it! To help them understand more about your match, there will be an opportunity for some of the Matches to report into the Regional Hub network meeting, with information able to be shared across the respective Hubs, where practical.

- You may also wish to undertake a more formal evaluation of the match, using your own evaluation tool.

After the Match:

- Circulate the match summary template which can serve as a draft record of the virtual Match, including any action points, to all participants for comment/approval.
- Ask for someone to take charge of following up on the action points. This is important as leaders often get tied up in their day-to-day work and may find it hard to re-focus on the action plan.
- You may have launched a learning collaborative – if so, make a plan – people, actions and dates.
- If you have done an evaluation – circulate the results to the group.

Enjoy your learning!