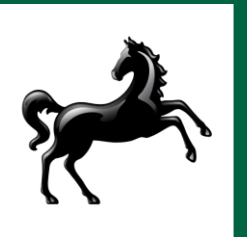


Lived Experience Leadership Programme Pilot – Session 1

September 2023

LLOYDS BANK
FOUNDATION
Channel Islands



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Cultural transformation

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Lived Experience Leadership
Cultural Transformation
Creating a Safe Space for Lived
Experiences in Your Charity

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The value of lived experience activated for social purpose

- Insight
 - Wisdom
 - Diversity of perspective
 - Passion
 - Persistence
-
- But for every marginalised group there is a group that is privileged in relation to that group
 - People may take on the attributions of inferiority that are imposed onto them by dominant groups

The value of lived experience activated for social purpose

- Challenges;
- What if people don't understand their own lived experience and the expertise it brings? What if a person has experience of several social issues? Will they become a change-maker in one or many areas?
- What if lived experience leaders have not processed nor understood their own lived experience

The value of lived experience activated for social purpose

Need to acknowledge the emotional pain that people have felt as a result of the social injustices/physical and mental challenges they have experienced

Expressing yourself with anger/ can make other people feel uncomfortable

- How do we learn to be more accepting of this?

Where does Lived Experience show up

Where does Lex show up

- In our internal personal leadership style and approach
- In our Board
 - In our staff team
- Volunteers
- Beneficiaries

Adopting a Strengths based approach

Taking a strengths-based approach to this work in the first instance can help re-frame the conversation and move it away from perceived risks to focus on celebrating the strengths, skills and assets that people have. Help others in the organisation to see this, and help them reframe their perspective too

Adopting a Strengths based approach

The stigma and discrimination that people have faced throughout their life can have a cumulative impact that should not be underestimated. Many people have internalised this and as such often view themselves through the the negative labels rather than all the facets of themselves that make them unique and valuable.

- Story- telling and trauma tourism?

Valuing the whole person

- There is a danger that people begin to see themselves as only their lived experience, and that this is all they have to offer an organisation. It's imperative that the organisation sees them as a whole person, values them as a whole person, and shows them that they have so much to offer the world.

What do we mean by cultural transformation ?

- It takes commitment and persistence
- Is a process of changing the organisation's culture to align with its new vision, mission, values and goals
- Need to build awareness, identify gaps, communicate and encourage desired change
- It requires changing outlook, policies, processes and behaviours of the organisation and its workforce
- “You have to hold your nerve in a change management process”

Core Values and Mission

Support is based on mutual accountability,

Open trusting relationships,

Based on strengths and resources,

The presumption of a right to rewarding life – so tackling stigma forms part of that

Continual learning and adaption.

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