

Reflecting team exercise

The reflecting team exercise is a great opportunity to support learning, development and confidence building within a team in support of the practice shift. Presenting cases may be a new concept for some and thus may feel uncomfortable in the beginning. There is a great learning opportunity however for the person presenting the case to subsequently deeply tune-in to hearing and connecting to the reflections of their peers. Ideally regular reflecting team sessions are scheduled, where kaimahi take turns at presenting practice stories to their colleagues.

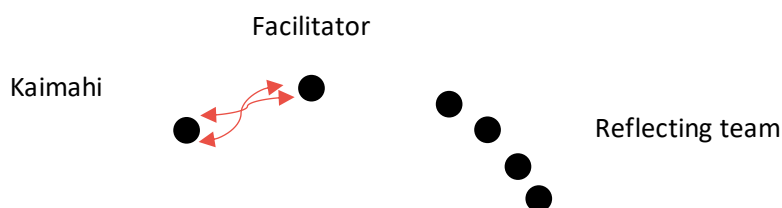
Process

- This needs to be a structured, safe process that involves an identified facilitator (senior practitioner, supervisor, practice leader) supporting the team through a reflective process.
- Ground rules may be useful to agree with the team at the beginning of the process.
- One kaimahi will present a reflection of a te tamaiti, rangatahi, whānau with whom they have worked, paying attention to mana-enhancing practice.
- The rest of the team then reflects on the practices of the kaimahi, in ways that are mana-enhancing.

Structure for the session: parts 1–5

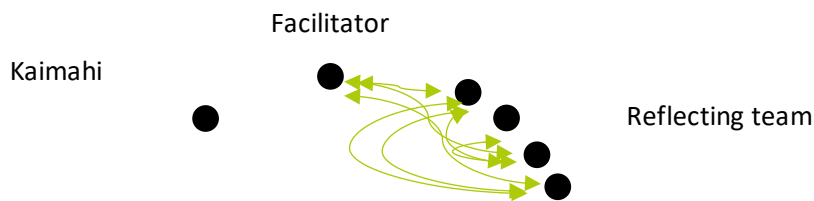
Part 1: (10 mins) Kaimahi to present an example of the work that they have been doing with tamariki and whānau that reflects mana-enhancing practice.

Part 2: (5–10 mins) The facilitator invites reflections from the kaimahi to elicit clarity if needed. The facilitator should try to draw out practice reflections, Te Ao Māori knowledge, methods, and principles – 5 minutes. The facilitator brings this process to a close and moves to part 3.



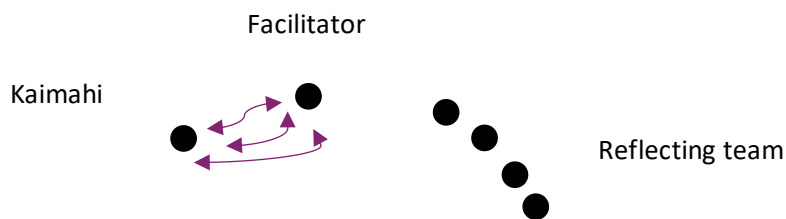
Part 3: (up to 15 mins) Facilitator then asks the kaimahi who presented to listen, while they have a conversation with the reflecting team members. The reason for asking them to listen is that it allows them to fully slip into observer mode, not feeling pressured to respond in the moment, allowing them to listen, feel, connect, and reflect.

The reflecting team members are invited to talk about what they noticed/were drawn to/wondered about/admired about the work of the kaimahi who have presented. They do not notice faults or problems. They mostly just notice things that happened and get curious about things the kaimahi said or did not say that they would like to know more about. They don't just respond to questions from the facilitator, they also have a conversation with one another about their questions, ideas, perceptions, and other things that stood out for them. But they are not positive just for the sake of being positive, and they pretty much avoid being critical or pathologizing. Their job is to generate a variety of perspectives. The facilitator brings this process to a close and moves to part 4.



Note: Reflecting team members will be wondering out loud about what they notice, the abilities of their colleagues, and reflect on the ways in which the kaimahi have demonstrated mana enhancing ways of working in action – this means that reflecting team members will help make the links between the practice example and mana-enhancing practice.

Part 4: (10 mins) The facilitator will switch the focus back to the kaimahi who presented, and they will have about 10 minutes to respond to any of the team comments that stood out for them. In this section the presenting kaimahi has an opportunity to notice out loud the things that they heard from the reflecting team, focusing on things that they connected with, or that surprised, or interested them. The facilitator brings this process to a close and moves to part 5.



Part 5: Coming back together. (5 mins) At the end of this fifth section, the kaimahi who presented their practice are invited to have the last say – to let the facilitator and reflecting team members know which ideas which were of most interest to them, to give an indication of those lines of discussion that they believe hold the most relevance for them, in their practice.

