

Live Learning Partnership

Sensemaker®

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BETTER



GWNEUD
CYMRU
WELL



Cyber Wales
Cyber Wales
Cyber Wales



The Prince's
Foundation
for Wales
Cyffwrdd



Cymorth
Cymru
Cymorth
Cymru



Cymorth
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Cymorth
Cymru



What is Sensemaker?

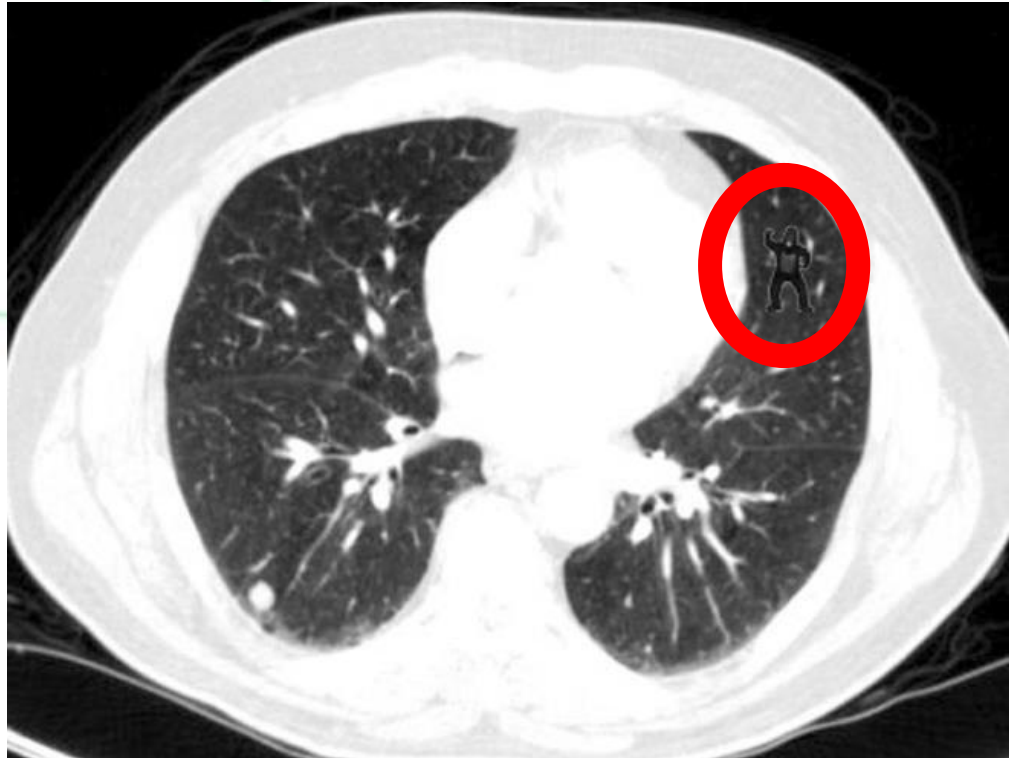
Online platform - that helps gather deep insights – with the emphasis that everyone's experiences and perspectives are meaningful

Background

Audit Wales - public bodies

IWA – live learning partnership with 8 other orgs.





Benefits

- Self Analysis
- Live learning - moving away from retrospective learning
- Real time data – understanding of what's going on – orgs and in our communities
- Sector picture – overlaying data
- Sharing with other sectors (data & costs)

Working with the sector

- Cost borne by CHC for one year
- 6 members have signed up (Linc, FHA, Coastal, Newydd, MHA and Melin)
- Commitment to input data regularly (link also sent to rest of CHC membership to input)
- Data analysts from 5 orgs
- CHC role enabler/distributor (SDGs, innovation work, policy making)

What we know so far....

- 163 stories (anonymous)
- Analysed first 65

Initial Findings

December 2020

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Wales Co-operative Centre
Canolfan Cydweithredol Cymru



The Prince's
Responsible
Business Network
Cymru



Community
Housing
Cymru



Ethnic Minorities
& Youth Support
Team Wales



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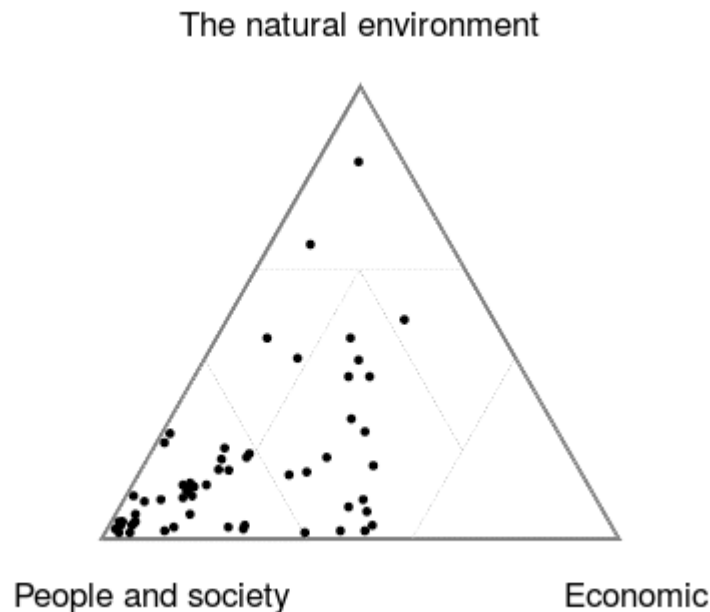


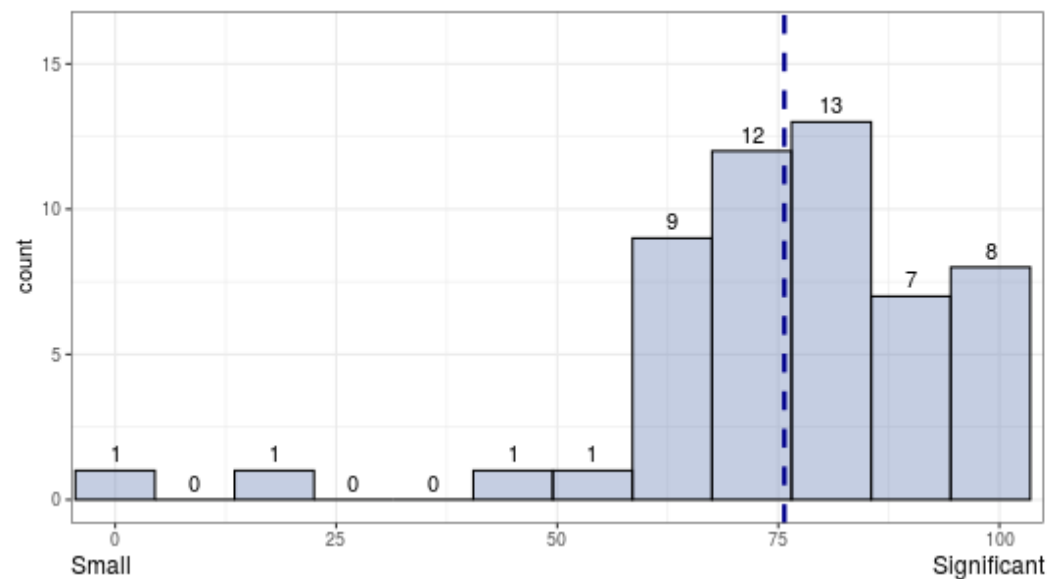
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The majority of responses so far related to people and society with a particular emphasis on individuals' experiences of the pandemic and its impact on their working practices and health and well-being.





Working from home ... a blessing or a curse?

'I have held many zoom, skype and teams meetings, but do not feel that the quality of my work has been impacted. In fact although there have been ups and downs I feel more productive.'

'We all worked together at the start of a lockdown we thought would only last a few weeks, to being months in and still working together to keep our tenants, families, friends and community safe.'

‘People need contact with other people - preferably face-to-face. Whilst virtual meetings and working from home are great in so many ways, it is really important for lots of people’s mental health to meet other human beings.’

“Since the lockdown started there has been a complete difference [in] how we connect to people, no longer do we meet and greet by the shaking of hands and a quick chat, it’s now a Zoom or Teams meeting which don’t just happen so there [are] no spontaneous conversations or ideas. This has left a hole, an emptiness which I crave, sometimes it almost feels robotic’

Work/life balance ...

'Work life balance is so much better I will never return to the hours I used to work in the office with the commute'

“

'The biggest impact it has had has been on my wellbeing and ability to switch off from work and enjoy being at home with my partner. It is hard now to establish when the work day starts and finishes. My work space is also where I eat, sleep and enjoy my downtime - so this lack of boundaries has started to take its toll.'

Mental Health & Wellbeing ...

‘I feel I understand better about what makes me happy, and it's the really simple things, coffee and cake with friends, swimming in the sea, walks in nature, having peace and quiet!’

‘There is a sense of timelessness because every day is spent uniformly - same rooms, same people, same routine - and one loses a sense of which day of the week it is. Even weekends become almost indistinguishable. Home and work tasks become blurred and there is a sense of trying to achieve too much.’

Implications for the future ...

*'The office is an important environment for some people, in some cases essential. It's pretty obvious at this stage that some people loved lockdown while others didn't and while industries all over the world are discussing whether we go back to the office or not **for someone like me and other extroverts like me it is almost vital.***

*I cannot foresee someone like me staying in my current job role forever **if it means I have to work from home forever.** While there are obvious advantages to working from home, some of which I too have enjoyed such as the lack of a commute we cannot forget how vital a space where people can connect in a physical environment is. It breeds creativity and **friendship** and genuine human connection that I just don't feel we get from video calling.'*

Next steps...

26 Feb 10am

Next report launched.

Encourage you all to tell your stories

And share with your teams

- Agile working
- Vaccine roll out

Tell us your story (ENG) [Collector \(sensemaker-suite.com\)](https://sensemaker-suite.com)

Tell us your story (WELSH) [Collector \(sensemaker-suite.com\)](https://sensemaker-suite.com)

Full report [Live-Learning-Partnership-Initial-Findings-ENG.pdf \(alcemi.org.uk\)](https://alcemi.org.uk/Live-Learning-Partnership-Initial-Findings-ENG.pdf)

Questions to consider:

- Identify 1 key issue from this piece of research that you agree is an area of most concern.
- What should we be doing from a HR, organisation and sector perspective?
- How can we get more staff to get involved with Sensemaker?