



WHAT DO WE CHOOSE TO FOCUS ON?

“Blackness has never been *other* to me. Therefore, I've never felt the need to explain its presence in the work anymore than I've felt the need to explain my presence in the world, however often I'm asked. I've never liked being told who I am, how I should speak, what to think and how to think it. I've never needed telling. I get that from my family.

Across generations, we've always known who we are. To be measured relative to something that actually has nothing to do with you or your experience, some self-appointed superior, the ghost of who you ought to benone of this has ever made any sense and yet somehow you live with it, live in it.

But the idea of infinity, of a life and a world of infinite possibilities, where anything is possible for you, unconstrained by the nightmare fantasies of others, to have the presence of mind to walk as wildly as you will, that's what I think most about, that is the direction I've always wanted to move in.

Following my own nose and doing as I damned well pleased always seemed to me to be the most radical thing I could do. It isn't so much about placing black people in the canon as it is about saying that we've always been here, we've always existed, self-sufficient, outside of nightmares and imaginations, pre and post 'discovery,' and in no way defined or limited by who sees us.”

Lynette Yiadom-Boakye - Artist

North London Social Work Teaching Partnership
NLSWTP Interactive Webinar
Tuesday 31st January 2023 at 10:00 a.m. – 11.30 a.m.
By jac shelley

THE 3S's MODEL: NAVIGATING MANAGERIAL IDENTITIES

stories lived, stories told, and stories yet to be created!



AIMS:

We will think about how we cultivate and nurture our managerial identity and look at what gets in the way, what we choose to pay attention to, and getting on with business!

You will be introduced to the 3S's tool that can help build your scaffold, formulate strategies and make plans.

Finally, we will focus on celebrating your professional stories of success!



INTRODUCTION

We can plan how to position ourselves at the table, take up space, use our voice, ask for what we need, create supportive networks, implement effective strategies to disarm inequitable practice and allow ourselves to celebrate our stories of success. However, this is only achievable if we are aware of our *design* and consciously nurture and cultivate our managerial identity.

While confidence and competence are what got us here, sometimes our negative narratives and thoughts of impostorism undermine our day-to-day efforts. In addition, experiences of inequitable practice create added barriers to progression and can have a devastating effect on managerial identity and well-being.



ALL IN A DAY'S WORK!

The journey that got you here!

The Metro Map highlights some of the day-to-day workplace experiences, dilemmas, and challenges faced by Black and Global Majority practitioners along their social work journey.

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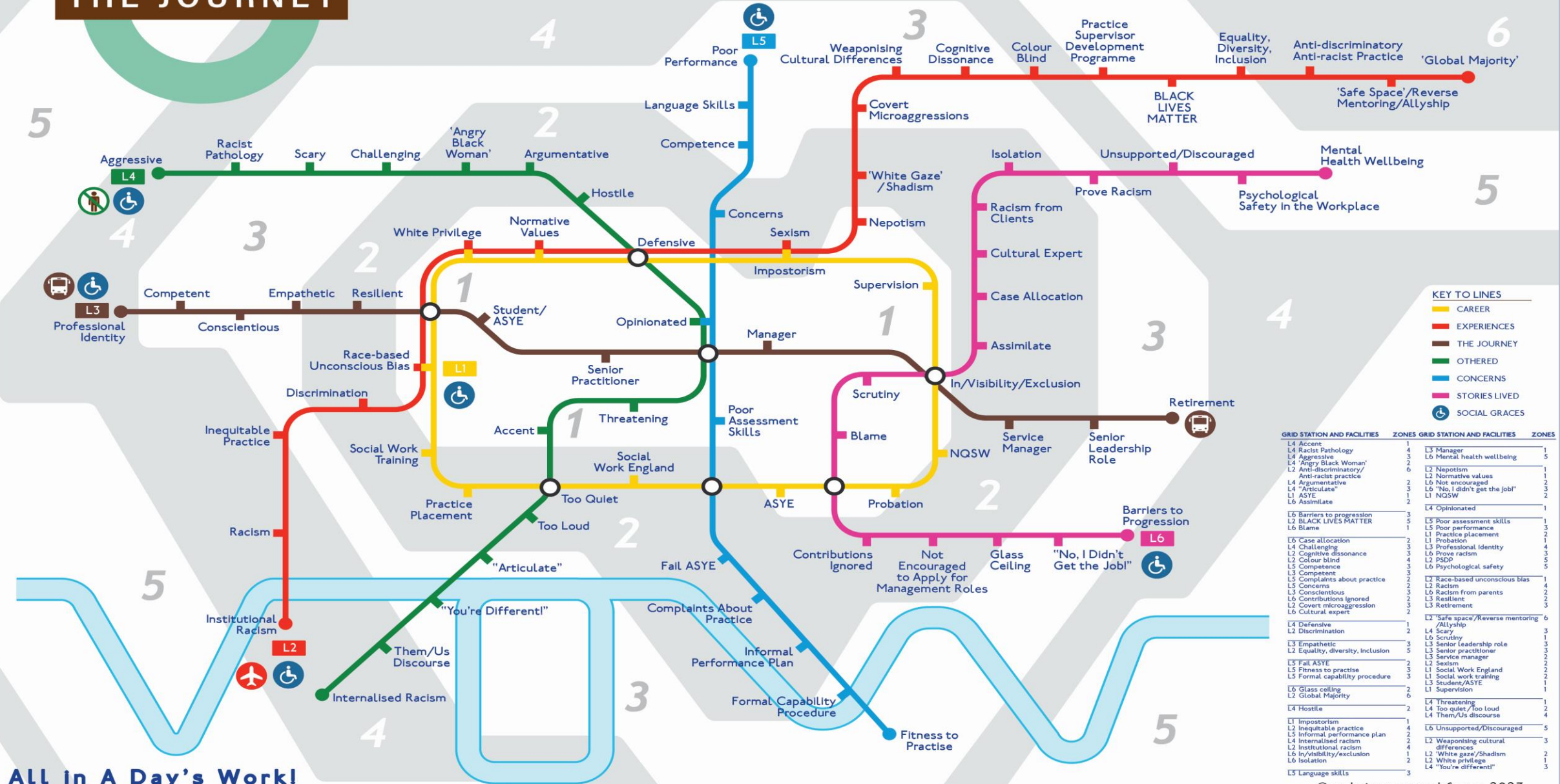
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EXPERIENCES OF BLACK & GLOBAL MAJORITY SOCIAL WORK PRACTITIONERS ALONG THEIR SOCIAL WORK JOURNEY

THE JOURNEY



All in A Day's Work!

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A woman with dark, curly hair and a white V-neck shirt is seated and looking towards the camera. The background is a soft-focus indoor setting.

USING THE METRO MAP AS A SUPERVISION TOOL

The Metro Map can be used as a supervision tool highlighting some of the day-to-day workplace experiences, dilemmas, and challenges faced by Black and Global Majority practitioners along their social work journey.

It is an adaptive tool that can be used in multiple contexts, i.e., in supervision, and in team and senior leadership meetings. In supervision, it can be used to tell stories about inequitable practice and highlight barriers to progression.

The Metro Map is an aide-memoire.

MANAGERIAL IDENTITY! WHAT IS YOUR DESIGN?

- Impostorism - stories we tell about ourselves and stories told by others.
- Fighting Against the FEDS- How does this shape us?
- Getting on with Business - Being the manager you want to become!

WHAT IS SELF-REFLEXIVITY?

SELF-REFLEXIVITY IS:

- To use self-reflexivity you will need to be aware of your own “stuff” and be able to reflect on your own personal and professional stories (social GRRRAACCCEESSS) and how this influences you in relation to others, and how you can use yourself effectively to create change.
- Self-reflexivity invites you to reflect-in-action/in the moment, and to be aware of how your words and actions might inform the actions of others.
- When we become aware of the lens through which we see and act into the world we can begin to challenge the normative values we might place onto others.
- When we become more open to the idea that there are multiple possibilities, this invites us to become respectfully curious and to adopt an appreciative stance.





IMPOSTORISM

Michelle Obama: Is an Impostor? Or so she was made feel!

“You can’t sit there wondering whether you belong because you will waste your time. You will hold your voice back and you won’t be able to make change because you are waiting for somebody to tell you, you belong! Well I’m telling you, you belong! Practice a different set of messages!”

The 3S's: PULLING UP A CHAIR and TAKING A SEAT AT THE TABLE

The 3S's is a simple reflexive tool that focuses primarily on stories of success; how to create scaffolds of support; and how to formulate effective strategies while sitting at and away from the table.

WHAT WOULD TODD DO?

Twenties: S01 Episode 7



THE 3S's: PULL UP A CHAIR & TAKE A SEAT AT THE TABLE

Scaffolding



The metaphor of scaffolding is used to describe the emotional and practical resources available to practitioners (although often underutilised in their everyday practice). The 3S's supports practitioners to maximise these resources, which are the foundations of success.

Strategy



The strategy is based around the idea of planning and scripting responses and can include techniques that have worked well in the past which led to positive outcomes. The strategy shapes the 'how to' respond to professional dilemmas or challenges and 'what to do next.' Practitioners have the opportunity to create new and helpful stories about their professional identity and how they wish to control the narrative and move forward.

Stories of Success



It's all about SUCCESS! The 3S's is interested in stories that celebrate achievements, no matter how small and organises conversations around past successes to strengthen resilience and confidence.



TAKE-AWAYS

**What did you take away
from this webinar?**