

A large, dark blue, abstract shape that resembles a stylized figure or a splash, occupying the left and bottom-left portions of the page. It contains the text for the York mcn Cultural Values report.

York mcn Cultural Values

November 2021



**York
mcn**





York Cultural Values

Our foundation
for the future.

A learning process to better understand the culture and health of the systems and services which respond to those experiencing multiple complex needs.

York MCN Cultural Values Survey 2020: Results

**Personal
Values**

Pre-covid

**Current
Culture**

**Desired
Culture**



York MCN Cultural Values Survey 2020: Results



Personal Values



Pre-covid



Current Culture



Desired Culture



The positives

The common factor between the personal, current and desired culture is that there is energy for **change**.

Other common values:

- Community involvement
- Cross group collaboration
- Adaptability



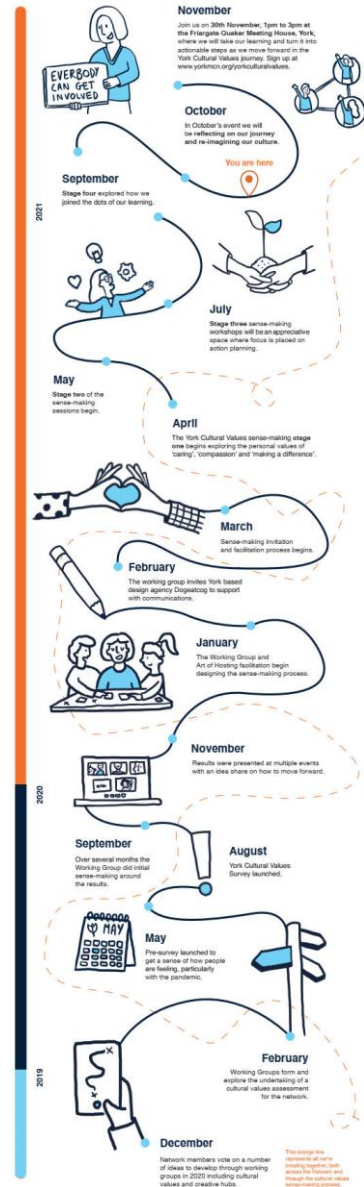
The sense-making journey

The journey so far:

- **Stage one** - we made sense of our **personal values**. We asked: *'How can we create the conditions which enable these to come about?'*
- **Stage two** - we explored the **current cultural values**. We looked at how they differ from the **desired values**. We asked: *'How can we begin to work to overcome some of the barriers and challenges we all face together?'*
- **Stage three** - we did **action planning** around meaningful projects. We asked: *'How can we design for the inclusion of the desired values from the start?'*
- **Stage four** - we joined-up the dots of our learning, taking us into a period of 'doing'. We explored **tangible actions and tools to support us all to incorporate the desired values** into our lives, workplaces, teams and across the system in York.

The journey so far...

Now in it's second year, the York Cultural Values have taken us on a vital journey. You can follow the journey below and catch up on areas you've missed. Our journey will continue to grow over time.





Cultural Values Event: Reflect on our journey, Reimagine our culture

Tuesday 30th November, 1pm to 4pm
Online

Sign-up: www.yorkmcn.org/yorkculturalvalues

“What we practice at the small scale sets the patterns for the whole system”

*Emergent Strategy: Shaping Change, Changing Worlds,
by Adrienne Maree Brown*



Benefits of undertaking a cultural values process

- Opportunities for participants to be part of a **values driven approach** to system-wide change, meet like-minded people with shared experiences, share learning and develop new relationships
- It has helped **uncover and explore** some of the often-invisible context and conditions that we know can influence how things are shaped, delivered and experienced in the future.
- It has supported us to **align and anchor** the system in a shared set of values, and explore how these can be embedded throughout all our work



What does this mean for you?



What does this mean for you?

- Get involved with the **‘test and learn’ phase** of our process – using tools and resources used and developed through the sense-making sessions to embed a values-based approach into existing or emerging initiatives. This might be exploring what it looks like to model the cultural values yourself, embed it in teams, or use a cultural values lens when reviewing or creating policies and processes.
- Engage with and **learn** from the results and sense-making process - the results provide a snap-shot picture across one agenda area, but there will be many similarities with different areas of the system.
- **Undertake a cultural values process yourself**, across a partnership, organisation, agenda area, or the wider health and care system.



A question to leave you with:

**How could you take this
forward?**

Pop your thoughts in chat, or get in touch!

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