

Welcome!

The Iron Rule of Organising

This session will begin soon

Session plan

- Who invested in us?
- Introduction to the Iron Rule of organizing
- Discussion – developing others
- Who are you investing in? (Followed by small group conversations)

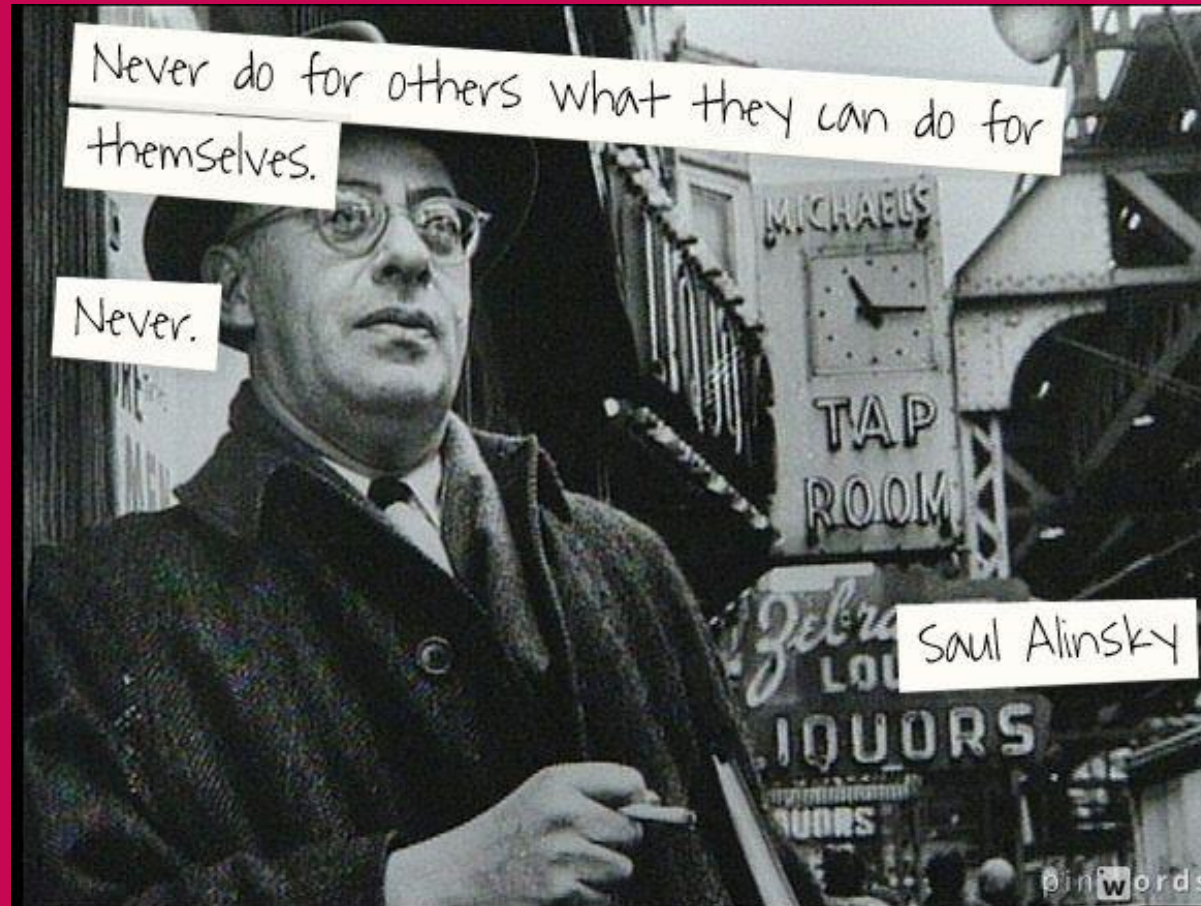
Who invested in us?

- Who developed and invested in you? (Was it an institution or a person? Who believed in your ability to achieve?)
- What did they do and how did it impact you?

Who invested in us?

**Who is the “you” that you’re investing
in?**

Introduction to the Iron Rule of organizing



What is the Iron Rule?

- giving agency, independence, ability to make choices/create their future
- Allowing people to lead
- Balancing act between a person learning and not knowing where to start

What the Iron Rule isn't...

- A way to have people do the tasks you need to complete.
- A chance to make people fail and prove you need to do things.
- An excuse to not support them.
- Letting other people pick up your dog poo.

Matthew Bolton Citizens UK— Reni Eddo Lodge's Podcast:

- “Matthew: It’s the only real thing that is supposed to be a rule because the rest of the method, is quite flexible. But the iron rule basically says **never do for others what they can do for themselves**. And it's a counterbalance to that kind of do gooding paternalistic approach to trying to solve problems for people, you know. And you can see it in so much of the charity sector and the political narrative where it's like oh look at these poor people with their needs and their deprived communities and us experts here are going to figure out what intricate tax credit solution will try and make their situation better. Whereas the justice response to that is to say well actually if these people had more power what is it that they could do for themselves and how do you equip them to make the change. And for example the Living Wage Campaign is about saying people who work hard deserve to earn enough to live and not only that, they can fight for that change themselves. It’s trying to stop that sense of like you know we’re the experts and we're going to do it for you and actually turn it on its head and say: **How do people have the power and voice to actually make the change they want?**”

Angela Moore

– St Antony’s Catholic Primary School



- “I believe that as a leader one of my main aims is to equip my leadership team to function as well as they do with me-without me. I am therefore committed to the practice of building leadership capacity through an on-going coaching and mentoring approach”

Who are you investing in?

1. Why are they interesting to you?
2. What is the potential in the future, that you see in them?
3. What are their plans for their growth?
4. How could you support/encourage them?
5. Who do they want to be in in 5/10/20 years time?
6. What would they love to learn and how would they like to grow?
7. What could they lead on to support themselves getting there?

What next?

Contact your organiser to discuss your plan for developing someone.

Matthew's full quote is taken from: <https://www.aboutracepodcast.com/9-the-big-question>

Turning Learning into ACTION!

CITIZENSUK

17th December: Winter Action on Homelessness

- Calling on the Government to extend housing support across the winter months & during the pandemic
- Making sure this includes all people at risk regardless of their immigration status!
- Our virtual action will include a live stream to Westminster, where leaders will deliver a small gift and card to Housing Minister Robert Jenrick.
- **Bring a candle with you to share a message of light & hope with those who may not have a safe place to stay this Winter.**
- More details to be revealed during the action..!

7th January: Evaluation session

- 45-minute evaluation session, open to all leaders who attended at least one Learning Thursdays session in 2020.
- Friendly & open forum for discussion – feedback helps us make sessions more valuable for leaders, so all honest reflections very welcome!

Find more info & Register here – <https://www.citizensuk.org/learning>

And we'll be back for the first 2021 Learning Thursday on 14th January!

