

IMS 2005: Open Space Sessions

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1. SESSION TOPIC: Making CS Open: Networking & Sharing Resources (Session I)

Host: Rosetta Bartels

Scribe: Alison Stanton & Misty Dunn

Keep the big picture—the core of LLL/CS congruent while encouraging CS Instructors/Facilitators, Tutors to bring new ideas in and share these with others. Lighten in up -goes beyond just revising outlines.

Highlights/Themes:

Core of giving CS sessions is genuineness, empathy, respect, and practice.

Should all Leaders be able to lead CS sessions? How do we open it up without "watering down" or losing the core of what we've done in CS. Facilitators don't have to be "experts," just passionate, highly interested. Do we have to ask permission to change the outlines?

Need to network. Possibilities of creating/giving modules rather than full sessions. Encourage CSIs to share. There is a need for Departments/Areas to do things differently. How?

Difference between CSI/F-led sessions and other general sessions (e.g. at Area Conference) is the practice. The core of CS is genuineness, empathy, respect, and practice. Who is authorized to give these sessions and who isn't?

Recommendations: Offer some CS resources (ACf sessions, etc.) to Leaders (library of CN?)

Give CS sessions online or by email. This is being piloted in Argentina.

More flexibility to adapt outlines, create new ones.

Open a CN Discussion for Leaders interested in CS.

Powerful Quotes: Trust the process!

2. SESSION TOPIC: How can LLL reach out to mothers from all walks of life? First session

Host: Kimberly King

Scribe: Kimberly King

Highlights/Themes:

- Discussion by a Leader from England about her Group's decision to reach out to other mothers by hosting a "LLL Breastfeeding Baby Café". A drop-in type of meeting with more peer support than a regular meeting but where mothers can come and go as they like. All the mothers in the Group decided to have the Group try this new way of having a meeting so they could reach out to other mothers.
- Discussion by a Leader who has been teaching classes at a crisis center, where mothers and fathers are present, and her experience with reaching out to them.
- When reaching out to a group of mothers who are not normally attracted to LLL and even to breastfeeding, it will be a big help if you can get their support people (health care workers, spouse or partner, and parents) on your side.
- Remember, if we reach out to just one mother-it will have ripple effects. So, instead of trying to "do it all", pick one thing at a time from the list of recommendations. Eventually you may develop another "core" of mothers and it will germinate and take off on its own.

Recommendations:

- Create the meeting atmosphere that works for the women you are trying to reach. We assume the goal is to get mothers to come to our meetings and they will like it, but our style of meetings do not always suit or meet the needs of the people we want to reach. See the highlight about the Baby Café in England. Try having your meetings at different times of the day, more frequently, in different places than normal (parks, WIC, cafes), and try having them for other than the normal mothers only group (like meetings for mothers and fathers, or for mothers and their mothers). Think outside-of-the-box.
- Reach out to your community to increase awareness of breastfeeding and LLL by speaking at different venues. It would be especially helpful to target the younger crowd. Speak at Boys and Girls Clubs, in schools, at the YMCA, to church groups, at crisis centers, WIC, prenatal classes. Get on your local speakers bureau list of speakers available for different functions. **But first, make sure you are comfortable speaking and speaking to this group of people.** You will not make a good representative of LLL if you are uncomfortable speaking. Do this by: 1. practicing, 2. watching someone do it first, 3. getting some prepared speeches from the PL department, and 4. talking with someone familiar with this group who can help you understand any cultural differences to expect.
- Reach out to community leaders who are active with the community you want to work with and get to know them. For instance, get to know the leaders of an African-American coalition that has influence in your community.

- Get to know and connect with the breastfeeding support people in your community so you can refer mothers to them. For instance, know who the Spanish speaking breastfeeding support people are so you can refer mothers to them.
- Reach out to your community through your Group members. Ask them to talk about LLL meetings with their friends, church members, doctors or others. Ask them to give meeting notices to their chiropractor or any one they feel would be supportive of breastfeeding and who might refer mothers to LLL.

Powerful Quotes:

- "LLL has been about us waiting for the mothers to come to us but some mothers need us to come to them."
 - "Do not start a new activity unless you know what the consequences may be and are prepared to deal with them."
-

3. SESSION TOPIC: Clarifying / Identifying relationships between LLL entities

Host: Leslie Ayre-Jaschke

Scribe: Alison Battista

Highlights/Themes: (Written as newspaper headlines in the future)

"LLLI states a vision and sets strategic goals"

"Leaders take ownership and stop relying on the mothership"

"Consultation: ask people what they want and then do something about it!"

Recommendations:

The US can learn more about cultivating personal ownership - there is a lot to be learned from affiliates and other entities.

Ask Leaders and the mothers what do they need, what do they expect and then assess what are we prepared to give.

Goal setting at the International level would help all entities move towards a common vision.

Powerful Quotes:

"Working towards a distributed organization will enhance administration skills"

"US Leaders have been mothered by the mothership and now need to take ownership"

"Until you invest your time and passion into the decision you're not going to care much"

"We don't parent our children that way, why do we do that to each other"

"Affiliates could be pilot projects that the LLLI Board could learn from and apply"

"Taking ownership means taking responsibility."

4. SESSION TOPIC: How do we encourage Leaders to move out of their Groups to participate in Chapters, District Workshops, Area Council, Area Conferences and LLLI Conferences

Host: Ginny Wilkinson

Scribe: Ginny Wilkinson

Highlights/Themes: Make personal contacts, describe position including how much time it takes or maybe ignorance is bliss! Connect with LAD, Espriet d'core

Recommendations: Invite new Leaders to AC, Have a day of pampering, call each Leader, match the Leader with the position, Make positions mother size

Powerful Quotes: What works today may not work tomorrow, be flexible.

5. SESSION TOPIC: Online Reporting

Host: Barb Barrett

Scribe: Cindy Howard

Highlights/Themes:

LLLI is in the midst of 18 month data collection project. Look for Leader Dashboard Project to support organization-wide data collection, compilation, and reporting.

What about PL reporting? Mary Marine, APL NCA/HI, has developed a reporting form.

What about LAD reporting?

DA's role shifts to support & relationship-building when data collection is more automated.

Recommendations:

Focus on distilling what data we want to see. Send input to Kavita Bali, CN OnlineReporting discussion.

LLLI wants standardized essential statistics. Phone calls, emails/faxes, face-to-face, outreach, media contacts and new mothers, members, non-members repeat attendees at Series meetings.

Keep Stephanie Weisshaar in the loop to make sure changes in data collection continue to support grant writing needs.

Consider data snapshot for more detailed data collection.

Powerful Quotes:

We have been begging for almost 15 years to have this.

I never want to see another index card.

6. SESSION TOPIC: *Grief Support*

Host: Sue Roenke
Scribe: Sue Roenke

Highlights/Themes: Enhance our Leadership capabilities by knowing how to cope with grief or loss as an administrator, which will enhance LLL as a whole.

Talking to someone about the person who is gone is good, so that they don't think everyone has forgotten.

Grief isn't just death, but many other happenings, like divorce, Down's Syndrome or other special needs, loss of job and everyone grieves them differently.

Recommendations: Offer "Grief Support" every other year at Area Conferences (called "Good Mourning")

Write a pamphlet on practical and emotional issues of any loss, educate Leaders to be more effective with themselves and others, help deal with the fear. Include this in the Leader Applicant packet.

Start a CN group "Grief Support" and have Leader Stories, library with book reviews, ideas like how naming (miscarried and other) babies is important, rituals and practices of different faiths and cultures.

Area Team/Council should work up a Master Plan/Protocol when a Leader dies, or other losses.

Powerful Quotes: "It is important for children to learn compassion, understanding and forgiving." Alice Martino Roddy

"Life is full of little tragedies that need to be grieved just as much." Donna Cookson Martin

7. SESSION TOPIC: LLL alliances with other breastfeeding promotion organizations

Host: Paloma Lerma

Scribe: Barbara Sturmfels

Highlights/Themes:

- Who we work with and how we work with them.
- Working with others who don't share all of our values and priorities, but we agree on the basics, ie to support breastfeeding
- Finding a common ground and mutual benefit
- Protecting the foundations of LLL - a strong base on mother-to-mother support is what enables us to reach out. Don't do the 2nd at expenses of the 1st.

Recommendations:

- Knock at doors: make personal contact
- Be persistent
- If it doesn't work, try something else
- Leave our door open, so people can knock and enter.
- Spread information
- Be proud (don't apologize)
- Sometimes you can achieve more by stepping back and allowing/supporting others to take the lead
- Work in ways which promote LLL positively and lead to accurate perceptions of LLL

Powerful Quotes:

- "It doesn't matter who supports the mother to breastfeed, if it works"
 - " We are the only ones who can change how others see us"
-

8. SESSION TOPIC: Money is not a Dirty Word—LLL Groups are microbusinesses (Session I)

Host: Anne Marie Miller, Ellen Shein

Scribe: Helen McCullagh

Highlights/Themes:

- All money in LLL treasuries is not individually owned, but goes toward supporting the mission of LLLI.
- Educating Leaders and members about their individual responsibility for the financial security of LLL

Recommendations:

- Leader Accreditation process and LAD should emphasize the importance of this aspect of Leadership and encourage thinking beyond the local Group.
- CSI should develop programs and ideas to help Leaders become more comfortable discussing money and fundraising issues
- Leaders already active in promotional and fundraising efforts are encouraged to help Leaders less comfortable to improve their skills. This may be done in the form of direct conversations, articles, short communications, i.e. CN, Leaven, New Beginnings (highlighted points in boxes, etc?), chats

Powerful Quotes:

- Financial responsibility belongs to all of us
 - Fundraising should be focused on activities that are both fun and productive for your Group
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9. SESSION TOPIC: Sensitivity & Transparency (Session I)

Host: Elaine Dawson, Esme Nel

Scribe: Elaine Dawson

Highlights/Themes:

- Cultural sensitivity -
 - o We need to make our needs known in order for others to know how to communicate with us and respond to us.
 - o Not everybody is where we are at.
- Sensitivity -
 - o deal with issues not details (respect, confidentiality)
 - o Some people need to be given permission to care for themselves
- Transparency
 - o Danger of assumptions - clarify in order to understand
 - o Important to have open invitations to be inclusive
 - o Blind copy seen as disrespectful to receiver - and sender as well.
 - o Lack of transparency creates mistrust and suspicion - influences perception

Recommendations:

- Buddy system to share information in various ways. Where email is not an option.
- Allow more time for responses.
- Being late to the table is okay.
- Some folk are only comfortable being at the "level" of involvement of where they are at.
- Ask permission to share information.

Powerful Quotes:

10. SESSION TOPIC: échanges francophones

Host: claudedidierjean

Scribe: flore marquis diers

Highlights/Themes:

publications - partager les ressources , relations avec les media, relations avec les autres associations ... conférences, conférences pour les professionnels : partage d'expérience et de compétences.

Recommendations: échanger, partager les ressources humaines dont nous disposons pour faire des économies de temps des bénévoles, et d'énergie pour LLL

Traduire ensemble le livre de LLLI sur le travail et l'allaitement qui sortira en septembre, et le livre de Carlos Gonzalez mon enfant ne mange pas

Powerful Quotes: The Womanly art of breastfeeding is a very US designed, oriented book, not so international one. It would be great to adapt it for our local situations and realities.

11. SESSION TOPIC: Ideas for expanding CS: Looking for new ways to get CS skills to each Leader and Applicant

Host: Marsha Pettinger

Scribe: same

Highlights / themes.

Introduction of Communication Skills Department best started as applicant.
Excellent opportunity for Peer counselors.

Why don't more people take CSE? Is it lack of understanding. Lack of publicity. Previous preconceived. Preconceived idea that the way you speak is "who you are." Therefore to learn CS would somehow make them different. Perhaps the area has had a long dry spell without any CSIs.

How to get people to come out and attend.

Feel obligated..... learning to determine how to budget "time."

CWOC is popular.... Recognize the need people to learn to communicate with family.

Asking the Leaders them selves and applicants..... What is it you need from CS? telephone helping, dialog with children,

Area conf. good place to drum up interest.

Time factor..... breaking down sessions into smaller pieces... introduction session, Kindergarten series done in smaller segment.

IM, Live chat, maybe a CSI 4, online IM.

Argentine CSI doing CSE via email. Spends a good deal in between. She is doing this one and one. It may be possible to do this with IM and email combinations.

Recommendation from Leader to applicant ... for applicant to go to group meeting and observe. What did she see? What body languages do you see?

Pre-registration with money attached, refunded with your CEU certificate. Ohio, \$10 deposit, everyone came.

Promote to IBCLEs that they get CEUs.

Suggestion to charge more for CSE series. To go up. It is perceived that there is more value if they pay more.

Find out if we can achieve CERPs in addition to CEUs for Communication Skills Department series. Would attract a whole new audience and income. Possible the hospitals might pay for these seminars as a part of their training.

What if CLA requires Applicants to attend CSE series prior to SOC? They area already are required to attend a series of LLL meetings, why not a CSE series.

Recommend that Leader renew their CSE series each year that they renew their driver's license.

Getting and putting ALL articles onto a CN page for Communication Skills Department.

Frustration with time lag with ALL articles. Feeling a lack of support from the Area Staff/ Team. When was the last time the staff/Team took a CSE series.

Recommendations

- Support for the CSE needs to come from outside this department, to include all other department within the Team.
- Offer benefits to other Team department. which would reflect advantages to that Department. Applicants get involved, network, and meet people. Finance, help Leaders to be comfortable addressing financial issues and memberships.
- Increase the fee. [return fee to Leaders and Applicants upon completion of the session.] Gives professional image and respect.

Powerful Quotes

- Could tell some one to go to hell and say it such a way that you would look forward to the trip.
- Everyone has a gate of change, and you control the rate of change. "Steven Covey" quote

Headlines

- CERPs NOW AVAILABLE FOR CSE
- CSE FEE STILL INCREDIBLY RESONABLE
- 75% INCREASE IN MEMBERSHIPS
- 20% INCREASE IN C.S. Sessions

- CERPs NOW AVAILABLE FOR CSE sessions
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12. SESSION TOPIC: Heartland, distributed leadership, finding our passions

Host: Nikki Simmons, Deanna Jurkowski

Scribe: Nikki Simmons

Highlights/Themes: Wonderful questions asked that will help us create an FAQ.

Recommendations: Go home, share with others, connect with people you have synergy with.

Powerful Quotes: Leaders have a compulsion to fix things.

Leaders supporting Leaders like mothers support mothers.

This is about connecting with others so we can learn to trust each other—so we can get valuable feedback from one another that will help us be better at being Leaders.

This is a shift in responsibility—from others telling us how to do things-to-individuals demonstrating how we are keeping true to the agreements we have made with one another. Personal and mutual accountability.

Heartland is about setting limits and protecting limits.

Who do you have synergy with?

Who do we believe will fairly represent our points of view to the whole?

13. SESSION TOPIC: Sharing ALLs on the CN/Web

Host: Kathryn Major

Scribe: Kathryn Major

Highlights/Themes:

CN has the most capacity for storage and ability to keep ALLs safely (privacy concerns).

Check out the ALL Reading Room on the CN.

Sharing ALLs for all Leaders to access in a priority, and lifting articles easily is valuable for ALLEs.

Recommendations:

Wherever we post our ALLs, have a sidebar/info box that tells ALLEs how to cut and paste from pdf files.

Convert large ALLs to formats that are smaller and more manageable in size (i.e., grayscale versions of color ALLs)

Check with SueAnn on restrictions or limitations on storage for the CN.

Powerful Quotes:

14. SESSION TOPIC: What Could Happen if any Leader could accredit another Leader?

Host: Wista Waldroop & Peggy Wiedmeyer

Scribe: Sue Scott

Highlights/Themes:

Today's mothers are more experienced, today's Leader is more prepared

Is present way best for Leader preparation? Does present way further our mission?

Communication is key

Recommendations:

More self-direction of options for the application: online, oral, writing, one-on-one, workshops, Leader training course, working with local Leader. A continuum of options is one option.

LLL has to grow in order to thrive? Is accrediting more Leaders the best/only way for LLL to grow?

Powerful Quotes:

How do we get to yes?

What if the Preview was the Application?

Time at the computer writing Personal History is time away from family.

LAD already has a variety of pathways to leadership that most Leaders are not aware of.

15. SESSION TOPIC: Distributing Power

Host: Nikki Julien

Scribe: everyone present ☺

Highlights/Themes:

- What is a distributed system? A place where the power is placed in the hands of all; consequently, the responsibility is on all. Governing bodies such as Area Councils can work in this way but how? We discussed how this might work in theory and in practice.
- Reevaluate why you do something, and ask, "is that reason still valid?"
- Have a "can do" person, this encourages leaders with new ideas

Recommendations:

- Get every Leader involved in the system. To get Leaders to respond, you'll need to make a personal connection with each Leader.
- Show the reason behind decisions. Be ready to listen to feedback about how things work or don't work.
- Find ways to pay your volunteers in other ways than money.
- Create accountability.
- Create checks and balances.
- Create opportunities/openness for discussion. Give information about decisions being made.

Powerful Quotes: Understanding that the way we did things is not always the way it needs to be done. Likewise, if we change the way it's done, it doesn't need to be done that new way from then on. You might say, "We did it this way *then* because... We're doing this way *now* because... Next time we might do it another way because we'll know even more."

16. SESSION TOPIC: *Gathering Together in Different Ways*

Host: Carla Tesar, ACS for LLL of MD-DE-DC

Scribe:

Highlights/Themes:

- Events are important to feed the La Leche League involvement pipeline
- Different types of events meet the needs of parents, Leaders, healthcare professionals
- Keeping costs down is essential to encourage attendance of parents and Leaders

Recommendations:

- Exploring non-traditional location spaces
- Scaling down in general (i.e. session offerings, extras, representatives)
- Using local expertise

Powerful Quotes:

17. SESSION TOPIC: Support your partner/spouse and they/he will support you

Host: Effie Nevo Cohen

Scribe: Helen McCullagh

Highlights/Themes:

1. Partners need to see our volunteer work has value. Recognition of the good things we do helps our partners see this value. (Certificates, pins, awards, etc)
2. Be respectful of partner/spouse special dates (i.e. birthdays, etc.)
3. Partners can be jealous of time spent on LL and not on them.
4. Give our partners the feeling they are important because they are. Without their support we would not be volunteering.

Recommendations:

1. During the Leader Application process, bring up partners concerns and questions. Leader Applicant couples meet with Leader couples socially.
2. Do things with families of LLL to get partners to know each other giving them a circle of like minded partners to share with.
3. Do LLL work at a non-competitive time to partner or family time.
4. Spend quality time once a week with partner only (non-separating babies allowed)

Powerful Quotes:

1. LLL is a family business, not just about mothers and babies.
2. Husband/partner support is needed for successful breastfeeding; therefore, it is vital for Leaders to have husband/partner support LLL volunteer work.
3. "Every successful Leader has a happy partner behind her"

18. SESSION TOPIC: Working with Leaders Now That There Aren't 5 Basic Leader Responsibilities

Host: Norma Escobar
Scribe: Edie Eckman

Highlights/Themes: There is a problem in not having guidelines for what is expected of Leaders. It may cause friction between Leaders. How do we know that a Leader is staying up-to-date? Many Leaders are Leaders in name only.

Recommendations:

There should be minimum standards expected of Leaders: (1) Stay up-to-date (2) Pay dues (3) Report and stay in regular communication with LLL. Leaders and each Area will decide what "regular communication" means. (4) Do some LLL-related activity.

Powerful quotes: "The Board's decision to do away with the 5 responsibilities is causing problems worldwide."

"Communication needs to continue when a Leader retires because she continues to information. "

"There should be communication both ways-an interest from LLL to inactive Leaders as well as expecting Leaders to report to LLL"

19. SESSION TOPIC: Organizing & Motivating Leader Applicants to Complete the Process

Host: Melanie Wilson

Scribe: Nancy Graves

Highlights/Themes: Communication between the Leader-LA-LAD triad is key! But keep in mind that even though modern technology makes things easier, it's not without fault.

Breaking down the process into smaller segments and offering choices to the LA can make a real difference. She can work on the application in her own order, for example, and there are ways to tackle hard tasks, like writing.

LLLI is doing a lot to support the process. They are creating a new section of the Web site for detailed Leader Accreditation information to use before and during the process. We got a look at some booklets being used in the UK, and we requested that LAD consider making them available for everyone around the world.

Recommendations: All parties are responsible for communication. Keep everyone in the loop and don't assume other people are talking or working together.

Meet with LAs on a regular basis. Consider holding a half day or full day training with a group of LAs. Create a quarterly LA newsletter for your area.

Try alternative strategies for overcoming writing challenges: have the LA dictate their personal history, print out a chat transcript where you and the LA discussed a part of the application, or keep an eye on little ones to give the LA a chance to write.

Powerful Quotes: "Working on the application takes about as much time as being a Leader."

Say: "How is your writing coming?"

"Be aware in the new age of communication - there are email problems."

20. SESSION TOPIC: How to Solve Funding Difficulties in the International Division for PL Resources?

Host: Lisa Holstein and Devorah Schesch-Wernick

Scribe: Lisa and Devorah

Highlights/Themes:

- Conferences that help raise funds for the Area's Needs;
- Scholarships for Area Leaders who are willing to commit to a specified amount of time within their role and to take on more work in the Area;
- Networking within agencies with the goal to influence, but also provides some funding;
- Possible sources for funds from Areas in other Divisions

Recommendations:

- Find ways to network with agencies that could become possible sources of funding.
- Take advantage of Area and or Regional Conferences to raise funds via book sales, exhibits, percentage of monies brought in beyond those needed to cover expenses.
- Utilize Sister Groups which match specific donors to specific needs
- Utilize all LLLI opportunities to get funds such as the Matthieu Chazelle Fund, LLLI scholarships.

Powerful Quotes: "Find Ways To Do More With Less"

21. SESSION TOPIC: **Mixing Causes**

Host: Linda Wieser, Linda Irvin

Scribe: Linda Irvin

Highlights/Themes:

Identifying what is mixing causes and at what level is it appropriate to establish a policy.

Distinguishing between what is mixing causes and what is an endorsement issue and what is a conflict of interest, or what is a cooperative action.

Leaders help other Leaders check reality; Leaders are responsible for providing balanced information within our own organizational mission of mothering through breastfeeding.

Need Leader education on strategies for dealing with mixing causes; ways to word statements or role play difficult situations; how to practice hot topics; be aware of sensitive information.

Recommendations:

Have a clear policy and hold leaders to it.

Provide a yes/no list of questions or a flowchart to determine what is actually mixing causes. Ask:

Is there a conflict of interest?

Is there a call to action?

Are you presenting information?

Powerful quotes:

Is it information or is it a call to action?

There is a difference between giving information and giving recommendations.

22. SESSION TOPIC: Open Space in Area, Group and Chapter gatherings

Host: Norma Escobar

Scribe: Norma Escobar

Highlights/Themes:

OS is a natural extension of what we already do with mothers - meeting the needs of those who are present

If you want to introduce OS, think about a Leader workshop first,

You can also do some traditional sessions in the PM and OS in the AM (just not concurrent)

Recommendations:

OS can be incorporated at any level at your Area

Think about the language you use - If OS is too strange use common terms "Hot topics", "table talk" or "find your issues"

Introduce the idea of OS through different means, ALL, CN etc

1.5 hours is about right for sessions - make sure the host allows time for all to talk, even the quiet ones.

If having a weekend workshop, consider having a Leader day on Sunday - and setting up the topics on Friday night so the quieter ones have a chance to think and add topics

Powerful quotes:

"Through OS you get answers to questions you may not have even been able to formulate before you got there"

"The great thing of OS is the ability to help people find their passion"

"Leaders like to talk"

"No preconceived ideas, you have to let go of control and trust that the way it works is the way that it is supposed to - just like a Group meeting"

23. SESSION TOPIC: Mother-Baby Togetherness and Keeping our Focus on Mothers and Babies

Host: Teresa Pitman

Scribe: Lesley Robinson

Highlights/Themes: We are one of the only organizations which pays any attention to the importance of mother-baby togetherness; in reaching out to a more diverse group of mothers we may forget about the babies and what they need.

When we are concerned with looking professional and credible we may lose focus on the mother and baby. Health care professionals pay attention to numbers and prescriptions, even in how they give out information and advice, we pay attention to the individual mother and baby - it's not a precise science.

Newcomers to LLL may be surprised to find out about the concepts. People may interpret the concepts very differently. What is mother-baby separation? When the mother is not available to the baby. We think this is a significant issue. We now have solid scientific evidence about the importance of mothers and babies being together.

Women behave in the way they think they are supposed to. They are caught up in the myth of the "good baby" who is happy with separation. The child who does not appear to be distressed by separation is not the normal one. You can't always tell whether the child is stressed by his behaviour or response to the mother leaving.

How do we give mothers opportunities to grow and change? How do we show acceptance to mothers who are not living the concepts?

Recommendations:

Recognizing that our cultures are promoting mother and baby separation, we need to promote mother-baby togetherness.

We don't have to be all things to all people.

Posting the ten concepts at meetings and voicing them frequently is important.

Quoting the WAB frequently and using it with the BAB helps to give Leaders the words to talk about these issues.

We are a breastfeeding and a mothering/parenting organization.

We can be open about who we are and people can get what they need from us. Be true to who you are and what you believe.

We may be losing mothers who do not share our philosophy, but we can only get the message out by continuing to share it.

Powerful quotes:

Feeding expressed breastmilk is artificial feeding.

We help mothers perceive the needs of their babies.

La Leche League was the only place where I could say that it was excruciating for me to leave my four month old baby.

24. SESSION TOPIC: Supporting and encouraging newer Leaders

Host: Cindy Howard

Scribe: Cindy Howard

Highlights/Themes:

newer Leaders have energy and enthusiasm

Need to balance tapping that energy while not causing burnout by asking for too much

Barriers: distance, geography, language

Many Areas have newer Leaders, experienced Leaders, but not enough midrange Leaders

Pay especial attention to the transition from Applicant to Leader

New Leaders need chapter/District/Area Council to be their support group

Area Council positions provide growth opportunities to keep Leaders engaged

Recommendations

move-in/new Leader welcome wagon to provide extra support in the 1st year

engage Leaders in social aspect of Chapter/District/Area meetings (Leader sleepover)

encourage new Leaders to take small jobs

identify individual Leaders' unique skills (A/CLA can help, can plant seeds)

Area Council email/CN group, financial support for Area Council members

(but balance support with responsibility/accountability)

talent surveys with Leader assessments, include on Leader Dashboard

invite all Leaders to Area Council retreat or

add Area Council meeting to other events that all Leaders attend

reach out to new Leaders who attend larger meetings

consider life experience, not just Leader experience

ask more than once (be sure to follow up)

pair Leaders to share a job

use Area email group to build community (Question of the Month)

Area Council members share their accomplishments with Area Leaders

Powerful Quotes:

We're kind of stuck in the way things have been done.

CLA is the talent scout for the Area

How new is new?

New Leaders need to find a place.

25. SESSION TOPIC: Walking and Talking

Host: Donna Ron

Scribe: Anna Childress

Highlights/Themes: Thinking & Walking & Talking; Decision Making: Time, Energy, Go-Getting, Gathering; Self Organization: Where, How, When, Why, Who

Recommendations: Walking brings people together; Walking breaks down barriers and allows for relaxed getting to know one another. Walking can also help in discussion issues and making decisions.

Powerful Quotes: Walking Makes Common Ground; Walking brings you back to the origins of Open Space.

26. SESSION TOPIC: Encouraging Leaders to volunteer a bit more time to help in various departments

Host: Michelle Trenti

Scribe: Linda Rowland

Highlights/Themes: Do Leaders know about the jobs available. Could these be broken down and made more manageable? Some areas have a form where Leaders list skills. Could collecting statistics be separate from support/mentoring role of DA/DC. Leaders need to be open to new ideas from new Leaders.

Support the people when they take on roles

Maybe instead of giving DC Handbook in orientation, offer some tasks that are less overwhelming

Instead of DAs organizing workshops have someone co-ordinate workshops

Break parts of jobs down to offer smaller roles

Let people know the effect it has on person who needs feedback if they do not get report

Recommendations:

Post-accreditation leader Dept mentoring to learn about organization and roles available

Specifically ask people to do specific jobs and keep jobs manageable and contained with defined beginning and end

Being clear about job description

Respect - showing that you value those already in the jobs

Powerful Quotes:

Can we make it more welcoming for busier Leaders to accept those who can contribute only a small amount of time

Keep people interested and offer something before enthusiasm wanes - "Here's something to think about in the future"

27. SESSION TOPIC: Positions that need to be filled in Latin America

Host: Yanet Olivares de Saiz
Scribe: Waleska Porras

Highlights/Themes: We need to find someone to represent Latin America on the Board of Directors. Other positions that will need to be filled are APA, RALA and ACL for FAiSA. New position just filled ACL for FAiSA, Graziana de Bozzo

Recommendations: Board Member needs to be someone with plenty spare time and preferably with enough financial resources (who doesn't need a paid job).

Try to identify advantages and opportunities that go with the position, so people will be interested in applying.

As we do with mother's in our groups, we see them as potential Leaders, try to see Leaders as potential administrators, identify their skills and help them develop these skills.

Powerful Quotes:

28. SESSION TOPIC: Copyright and Web issues: How can each of us balance making information available with financing local operations?

Host: Nancy Jo Bykowski

Scribe: Nancy Jo Bykowski (njbykowski@sbcglobal.net)

Highlights/Themes: Shared how different LLL entities make different decisions based on their needs. Talked about when quoting and photocopying are appropriate according to copyright laws. Discussed fine points of "fair use."

Recommendations: Have web subscriptions for pamphlets and tear-off sheets available for members of LLL entity and Leaders only. (needs personalized password—currently being done in Ligue la Leche—French Canada)

Use paid professional translators for book-length projects.

Glossary of standardized translations of key breastfeeding terms.

Common things to consider when deciding about web publication vs. print publication:

- Size of market for paid materials

- Cost-effectiveness of paid publications for less-used topics

- Who uses paid/web publications? (general public, Leaders, health care community)

Who are we trying to save money for? (local Leader, Area, Division, LLLI, mothers?)

- Local cultural and economic concerns

- Do you have people available to do the work and maintain current recommendations?

Balance between making needed information freely available and getting paid for enough things to support local activities.

Powerful quotes: Make information freely available without making everything free (available free of charge).

29. SESSION TOPIC: LLL husbands/dads as members/participants in LLL.

Host: Becky Hugh

Scribe: Misty Dunn

Highlights/Themes:

There are lots of different ways to involve fathers, help them network, and provide information (and modeling) to help fathers feel comfortable in their fathering role.

When you have some dads so involved and supportive of LLL, how can we involve them more and find real valuable use of their talents. Seems strange that we don't have a recognized place for our husbands to help more locally, yet men can be on the BOD.

Recommendations:

Have position for dad with some kind of "accreditation" to help fathers in breastfeeding family.

A Father's "pull-out" in New Beginnings—"All About Fathers" (by men for men). If it is a separate publication, husbands would more likely read it.

Find various ways to involve dads and support them in their fathering role (some suggestions: "Family Game Nights", Couple's meetings, dads welcome to Series Meetings, Leader's husband seeks out other husbands to talk with them about fathering, Area Conference sessions led by fathers and/or men's "hang out" sessions in play room, etc.) If want to increase initiation and continuance of breastfeeding, supportive dads help! Supportive husbands help Leaders remain involved too! If husband and wife are both involved in League, that's a way for them to be together

Start reaching out and building a base of fathers who would like to be involved.

Create a more "officially recognized" place for dads to be in LLL. Seems to be a next logical step to find a real place for Leaders' husbands who want to be more involved.

Additional Notes:

In different cultures the dad is the "gatekeeper" for family/breastfeeding information—if the husband doesn't approve, his wife won't be allowed to nurse. If

a man offers the info to the husbands, it will more likely be accepted in that culture.

At conferences, if Leader husband offers sessions, men will more likely come (especially if the topic is sexuality, or dealing with wife who breastfeeds). Men see that they have a different perspective than women may, so they value sessions by men for men.

Have "Family Meetings" instead of Couples' Meetings (if call it Couples' Meeting, parents may not come if can't get a babysitter) or "Family Game Night" every fifth ____ (weekday) —have dessert auctions, Bingo, Twister, Taco Bars, "Fifty-Fifty Nights" (everyone buys a ticket, one ticket drawn and that person wins half of the money; the other half goes to the Group).

We "use" fathers a lot, but how do we show our appreciation? They don't have a voice if they'd like one. Many fathers/husbands want to help because they see the benefit that LLL has given the family.

ALLs could feature dads.

One Area sent handwritten notes to fathers on Father's Day saying something specific about each one.

Many Groups have special topic for June (Father's Day) meeting and invite dads. Couples' meetings might be held several times a year.

At meetings, dads could have their own rooms for them to hang out (with kids) and talk.

As Leaders, we can find ways to involve our husbands and help him reach out to other dads.

Would like to find more ways to involve dads (husbands of Leaders) in Area jobs (e.g. Area Treasurer. Seems to be easier to find Area Finance Coordinators than Area Treasurers.)

Powerful quotes: "If you talk about sex, they will come!" "Have you gotten any lately?" (men will come to talk about this!)

30. Session Topic: Japanese Leaders' challenges and dreams

(No further information.)