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My name is Ula, and I work at a political where I am the member.

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Conditional lead. So if you want to write an article, let me know.

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It would be great to hear from from you all. So please in the chat.

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Just let us know where you're joining us from and what you do by posting in the chat.

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Let's see i'm actually gonna pull up the chat. so that I can definitely see what you're all saying so just to reminder. Let us know where you're joining from and what you do So i'm

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delighted to be part of today's community learning exchange where you'll have the chance to hear from 4 members of the a political community about topics.

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They're passionate about, and to ask them questions for those of you who may be joining us for the first time.

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Political, is a network and learning platform used by over 160,000 public servants and policymakers from 170 countries.

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Our mission is to build 20 first century governments that work for people and the planet by putting the best knowledge and skills at the fingertips of public servants around the world.

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We do this through events, courses, and our knowledge sharing platform and network

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All right. let's see we I can see some some people saying where they're coming in from.

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So we've got Chris from from the North Bay is would that be in in Canada?

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And then Lori from Ottawa, as well, well, mainly people from from Ontario.

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Oh, more Ontario all right so i'll get a few technical notes out of the way.

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We're going to be recording this session and we'll host it online on the a political website via Vimeo.

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We're doing this, so that the participants and a political members can review the content on demand to further their learning.

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It will also enable us to share the content with any participants who are unable to make it.

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To this session. Please be aware that viewers of the recording may be able to see resume username.

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If you come off mute, if you have your camera on, they may be able to see your face.

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In addition to any information contained in your background, please let me, or any or one of my colleagues know if you have any questions or concerns about a political making, the recording available in the manner described, If you have any further questions you can,

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find the contact details of our data protection officer at the footer of our homepage.

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We have a live transcription available on this call that you will see on your screens.

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If you would like to turn this off, and you can locate the settings at the bottom of your screen by clicking on live transcription and selecting hide.

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So today We're fortunate to have Kashiela Schmidt, the Oliveira, B.

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Morgan, Aaron, Donahue, and Lynn Cooper joining us for our conversation.

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But before we introduce everyone, it would be great to see who else is in the room.

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If you're comfortable doing so please go into gallery view and the top left hand corner, and then turn your camera on and give everyone a nice big wave.

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So let's see see to me if you go all right Thanks.

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Everyone. Okay. Great. So we're going to start off with a couple of poll questions.

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As our last few participants are joining to get to know everyone in the room a little bit better. You've joined Zoom, using your web browser. You may not be able to see the Poll, questions, so I will read them.

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Out, and you can respond, using the chat window. So all right.

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First question: Would you be interested in speaking at a future community learning exchange?

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A yes, definitely be, maybe, but public speaking seems a bit scary see maybe.

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But i'm not sure what I talk about d definitely not and e something else.

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Please share that something else in the chat and then i'm gonna wait.

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I'm gonna give you all a moment to finish responding let's see definitely getting a majority of people saying that they're not sure what they'd talk about.

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Anything anything relating to work all right no we're getting some people saying definitely, And let's see anything in the chat.

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No, okay, all right, so we've got a clear win for maybe but i'm not sure what i'd talk about.

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So perhaps perhaps. Okay, let me let's see so we have 19% with yes, definitely another 19% with maybe.

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But and then, maybe, but public speaking seems a bit scary.

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52%. so the majority with maybe but i'm not sure what I talk about, and 10% with definitely not

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So let's see if we can move on to our second question, Okay, great.

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Second question: How do you currently like to connect with the A political community?

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A reading arts on the platform, B. attending live workshops and engaging in the chat.

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See asking and or answering questions on the Q. and a feature D taking premium courses and E.

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Something else. if you're choosing something else please please share that in the chat i'd absolutely love to know.

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Hi Isabel, it's lovely it's lovely to meet you, too. Okay.

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Articles and sessions great. Thank you, Katie, for contextualizing.

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All right. So our answers are slowly coming in. About 70.

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4% of you have have answered the question and we're starting to really see one particular way of engaging pulling through with that being live workshops and engaging in the chat.

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But reading articles is not far behind, so we could. Stella can still catch up.

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Okay, all right. So believe we have all the results in so we've got a clear winner with attending live workshops and engaging in the chat, and so happy that we have people here who have attended previous events that's

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quite exciting, and I think this one's especially exciting for active members of the community.

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So thank you all so much for participating. I will now.

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Introduce all of our speakers, so we have 4 fantastic speakers.

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The first speaker will be Kay Shella Schmidt Oliviera, who holds a master's degree in socio-cultural analysis of communication and knowledge from the univari dad compliments at the

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Madrid, a postgraduate degree in business administration from the Funda Saga Tulia Vargas, the Fgv.

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And the degree in librarianship from the only Vestita de Brazilia.

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Since 2,013 she has been working with the implementation of information and knowledge, management practices, and more recently, with open innovation projects at Brazil's National School of Public administration.

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Our second speaker will be B. Morgan who is a civil servant within the Uk's Government office for science.

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She sits within the climate, energy and environment policy area focusing on the intersections between climate, net, biodiversity and nature.

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She supports the Government chief scientific advisor, and influences across government and sharing robust climate and environmental science.

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Evidence is at the heart of decision-making, including highlighting the importance of taking the solved both, or solved.

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Neither approach to the climate and biodiversity crises.

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Recent areas of her work include the uk's net strategy and science and Innovation Day.

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At Cop 26. Our third speaker will be Aaron Donahue.

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Aaron is a dedicated transformational leader. with the Ontario public service along her career path, Aaron dedicated her time and energy to creating sound leadership programs developing systems to enhance learning build

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avenues for growth and bridging gaps to advance capacity building for staff and leaders alike.

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Aaron is currently the senior manager, overseeing the leadership and Management fundamentals unit within the ministry of the Solicitor General, where she is actively building programming to support exceptional Leadership Development and learning

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pathways. This role allows her the unique opportunity to meld her passion and experience in leadership.

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Development fourth and final speaker will be Lynn Cooper, who is the registrar of companies for Northern Ireland. At Companies House.

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Lynn has worked at this in the Civil Service for an impressive 15 years, so I will now hand over to Kay Shella.

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Each speaker will give a 5 min talk, and then there will be about 2 min of Q.

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And A. and I will try to do my best to keep you all to keep you all in time, so i'll hand over now to our first speaker.

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Hi, everyone, You can see my presentation, and you can call me Casey.

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I think it's easier. I'm. a Civil Servant in my work as a project man at Brazil's National School of Public administration.

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But above that we are all citizens right, and we all face public problems really like to.

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So. so why not bring more people to solidizations in the liver?

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But better public service. Why not joint person join knowledge expertise and ideas transforming the poetic administration bearing capabilities and connections?

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It's the role that an app has assumed since its foundation in 1,986. and we believe in the ability to create a new vision of government based on innovative values practices and solutions for people and with people

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so they i'm only introduced to you our open innovation strategy there is inspired by the vision of the Government as a platform.

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There's a field which means challenges and for it to these 2, the digital space where we have public manners to innovate with society and taken advantage of collective intelligence to reduce the incentive of the innovation process and increasing the

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chances of success. , we focus on solving public problems, leveraging the startup in the golf tech ecosystem in Brazil, especially using the procurement power of the States to faster

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entrepreneurship and improving service provides a society.

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The desert field platform has mobilized in more than 2,000 people from all over the country, and of other 46 solutions.

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So far in 2,020 as they, Covid, 19, outbreak, spreader worldwide, and in Brazil as well.

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The platform raised 1 point. 3,000,000 rise to faster innovations that tell the consequence of the pandemic.

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2 among other nations. that one that could be child and i'd like to talk about is straight talking number and hell. 200 solution that provide a current and on time information for vulnerable populations in the brazilian for

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dialogue. it's a very good example that when you listen to people and talk to them.

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You can come up with as simple as a effective and beautiful solutions.

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Also. Right now we have 2 major projects on the way. It was a which activists to apply the very new Brazilian stacked up in eagle framework, 2 which seeks to make the government more technologically functional

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With this challenge we tend to offer very digital public service and develop solutions, using artificial intelligence.

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2. We are very excited about these 2 projects, because it can lead to a new way of incorporating technology into the government through our simplified public procurement framework.

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And also i'd like to show you more about our methodology, and what we are doing to is credit is because for us.

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The most important thing is that public agents learn from the experience and manage to create their own challenge.

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200 to help you. If that go in 2,021, we develop a toolkit with the step-by-step process for creating an open innovation.

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Competition. we've we've just freely available on the platform, using plain language, several tools and examples.

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But for now for it. To this the usual journey of our challenge takes place in in 7 steps, which one of them has several activities, tools and content to help at the comprehension of the process and but we believe that they step 2 we're designing or reframing, the problem 2

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101 of the major steps it's when we go deep in the real problem in order to arrive at a single well-defined problem, we've been offering folks and information to design a competition that mobilizes

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people. After all, it's now only about to make the windows of the government, more transparent it's about break them building breaths and doors in bringing knowledge ideas and technology into the government that's the mess and i'd like to

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share for and thank you so much. Thank you so so much, Casey.

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So if you have any questions, please post them directly in the chat and i'll just read them out as they come in.

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But i'll start with the first question and that is how did you overcome barriers like resistance to innovation and translate the innovative?

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The innovation information back into the existing bureaucracy.

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Well, there is so many barriers and it's not easy, but I was.

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Strategy was looking for good challenge and mobilized public agents to help us with with the beginning, and the first challenge will launch it.

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So we believe, with this from followers more followers who will come to us, and it's working each year we launched more and more challenge.

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And this year we have this project with 36 challenge that there will be louder.

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So I think it's step by step beginning with the motivated people, and then bring more people all right.

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Thank you. we've also got a great question that's coming from Lauren asking, How do you apply your library skills and your current role?

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A lot as a librarian, and one of the things that we had to manage is to make content available.

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Organized, convenient to so people could, and this blown from them so.

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And I still have this organizing my pilot and i'd like to to create categories, and and also I'm working my in my own skills as a project managed and I always think about the platform, and when we wrote

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articles and organized them, and I think it I what could be the words and the keywords that will help more to the people. find those content.

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So that's just something that I can apply well right now I'm. more.

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A project manager than a librarian but i'm always out of.

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I will always be a library. You, my heart, all right. Thank you so much.

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So there are more questions that are coming in for you in the chat, so I just encourage you to respond to them directly as they come in.

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In the chat yourself, and in the meantime we will move on to be who will be talking about how the climate and biodiversity loss crises are connected.

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So over to you. B: Okay, So hopefully, my screen is up.

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Hello, everyone, and welcome to my presentation on climate change of biodiversity loss.

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My name is B, and I am a Uk civil servant.

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So before I begin if you didn't recognize the background this series of stripes represents the global average temperature for every year, since 1,850, in the form of a colored line, the dark the color the further away

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from the average value. and, as you can see, temperatures today are well above historical records.

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So typically when you think of doing your bit for the environment, your mind instantly goes to reducing your carbon emissions because of climatic warming.

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We all recognize that climate change is a really big issue but what we don't think of is the wider ecosystem.

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The subtle exclusion of the full biosphere in environment which really are climate and carbon conversations, means the standalone issue of biodiversity.

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Loss is not given the recognition. It needs for diversity for those that don't know is the biological variety and variability of life on earth.

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It's a measure of variation of genetic species and ecosystem level. biodiversity loss is a major issue.

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The global rate of species. Extinction is already at least tens to hundreds of thousands times higher than the average rate over 100 over the past 10,000,000 years.

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And it is accelerating. Biodiversity is important because it allows the functioning of the essential and often irreplaceable ecosystem services.

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The society relies on, for example, nature's ability to cycle nutrients and water through the soil. So we can grow food or provide protection from coasts from our erosion and flooding their estimated annual

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global work is of 125 to 140 trillion Us.

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Dollars, which is more than 1.5 times global. Gdp: Last year the U. N.

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Vodiversity, body and the Un. Climate body. the other I. Pbs.

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And Ipcc. published a landmark joint report, which was time to be advanced at both Cop 26.

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The big Uk Un Climate Conference in November, and the conventional biological Diversity, Cvd.

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Cop 15, and the latter of which which has been delayed until this year.

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So the report outlines the intersection between the crises as both chords devastating loss and impacts to ecosystem services and reinforces that reversing them is intrinsically

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interconnected and a mutual goal. We need science and policy that looks to solve both simultaneously.

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If we are to maximize the co-benefits for the sustainable future.

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It also details biodiversity, loss issues, as well as higher in the importance of nature-based solutions which will come onto later for both medication of climate change and adapting to new warmer temperatures.

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So what does the report actually say online? The impacts of climate change and on diversity of plants and vertebrates is predicted to exceed those of land use by 2,050 climate change is a major just issue in driving by

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the diversity loss. It details how, as climate change progresses, the distribution, functioning interaction of organisms, and thus ecosystem services are increasingly altered.

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Most species simply can't adapt to fast large degrees of warming particularly those of the poles and in coral reefs, which are seeing the most extreme changes.

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We're expected to lose 99% of tropical corals at 2 degrees compared to 30 at 1 point, 5 highlighting the importance of keeping climate change as low as possible.

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The negative feedback. We can be illustrated through the decline. In the population of bees and other insects.

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Climate change has caused changes for habitats. they live in with more extreme temperatures and altered precipitation patterns.

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Pushing these insects their limits. As a result, those species dying out, and the reduction of pollinators, had a knock on effect on the entire ecosystem, including the reproduction of plants, and which

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are key stores of carbon exacerbating the warming and further impacts.

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Most importantly there Report states how the scale and scope of transformative change needed to reach the goals of Cop. 26, and the upcoming cop 15 requires direct rapid and far-reaching actions, getting targeted conservation strong adaptation efforts

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which, on a scale never before attempted the previous decades go by the best of targets.

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Weren't met, and the urgency for biodiversity. protection must rapidly expand an ambition and scope post 2020 biodiversity framework, which is aiming to reverse

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biodiversity loss by 2015 is set to be adopted. Coffee, Dean.

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This year, and it's the most ambitious yet so there is still hope.

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But we must all do our bit to reduce our environmental impacts on more than just emissions in order to reach net emissions.

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As the IPCC states. We need to actively remove carbon from our atmosphere as the sinks for carbon emissions, the potential of the ecosystem to resolve carbon and

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lock it into the earth through Nature-based solutions is huge.

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After 60% of the global annual human emissions.

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Nature-based solutions sustainably address social societal challenges, such as climate change.

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Here, and they can provide at least 37% of the needed carbon change of mitigation to keep to 1.5 degrees copying and species which ecosystem restoration, like partisan grass meadows is among the cheapest and

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most rapidly implemented nature-based climate mitigation methods, however, solutions must be targeted well considered and continuously managed.

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They're the most effective and pamphlet on diversity, and not used to climate rapid carbon sequestration.

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And just to wrap up ultimately as I opened it, is essentially we work to solve both the climate and biodiversity.

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Loss crises together, and it's time we started giving biodiversity in nature.

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The profile they need, and everything we do thank you and I'll take any questions, all right, thank you so much. B.

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Just a reminder to please type any of your questions that you have in the chat.

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And but I'll start with the question that I have for you so

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What can public servants do about the biodiversity crisis?

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How can we, as you know? How can public servants, as individuals, take meaningful action?

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So. I know in the case that this is the case in the UK.

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A lot of people have heard of climate change, and I think that all recycling.

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That's that solved everything. but it really hasn't and I think starting to have those conversations about placing value on nature, because typically at the moment a tree only has value when it's chopped up and turned

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into paper, or wood or timber it's about thinking about what are the broader impacts that we can do here, and I think as well, for a lot of cities, etc.

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And of authorities are shifting towards this idea of a sustainable future, but just broadening that outsider to consider nature-based solutions because the they're often the best value for money and like solve multiple issues at

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the same time. So I really think it's about taking that holistic view to things you can do, and just being out of Africa.

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Really all right, Thank you so much. Just keep typing any questions that you have, and we'll move on to Aaron, who will be speaking about what?

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To make leadership more accessible for all so handing over to you that's excellent, thank you very much.

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I feel very privileged to be here today, and I feel very privileged to be speaking on a topic that I'm so incredibly passionate about, and that is this idea of leadership of all for all this concept of leadership without titles

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and recognizing that each of you on this call can be a leader.

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So to jump right in. I want to emphasize that there is a big difference between being a leader and a manager, that you were not synonymous. but we often get hung up on the idea that they are one of the same but any manager

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can be a leader, not its having a title in a team according to, does not make you a leader, and in that vein, being a leader does not mean that you hold a formal title.

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Anyone can be a leader, Absolutely anyone regardless. of rank role seniority back agriculture, all of you on this call can leadership and honey for all.

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And that's because leadership is about a mindset Yes, there are those actions that we do as a result of leadership.

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But leadership is really innately internal it's about how we look at the world, how we consider others, and how we identify opportunities to build those up around us.

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It's really about our core values and then it's these internal thoughts and values that reflect outwards in those actions.

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And so I often consider leadership to be based on those humanistic principles, whereas management focuses more on those technical skills.

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Forbesifies managers as those who plan, measure, monitor, coordinate, solve higher fire. And so many other things.

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Typically managers manage things, leaders, 3 people they're involved they show humility.

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They have courageous conversations, and they break them old.

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They challenge the norm and support their peers. Really they lead with heart, and they show that they care.

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But leadership doesn't happen overnight and it isn't, a cookie cutter, or a one-size fits all you need to work for it.

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You need to develop and hone it, and you need to figure out who you are as a leader for to really stick.

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And so I like to reflect on this quote from Joel Welsh: before you are a leader.

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Successes about growing yourself when you become a leader success is about growing.

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Others. This isn't important to reflect on because as you navigate your own leadership journey.

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You'll spend a lot of time developing yourself you'll try new approaches, and you'll reevaluate go back to the drawing board.

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Daniel, and you'll learn some really hard lessons along the way, and this is part of mowing They're important.

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It's right It's an important part of becoming an effective leader?

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But why is growth so important, and the truth of it is because you can't give others tools that you yourself are not equipped for. So how can we model leadership and teach others how to lead, or develop?

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Their own skills. If you have not already done the same so although yes, being a leader is partially about developing those around you, you will need to spend some time developing yourself first, and that's what I want to get us started on today So

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as I mentioned the effective leadership, really reflecting our values in your mindset, and how you showcase these outwards through your actions.

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So I want you to grab a pen in a newspaper and answer these questions.

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This is really your chance to start reflecting on the type of leader you are today, and the type of leader you want to be tomorrow.

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So first of foremost, who is a leader in your life that you admire, and I want you to name them.

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I know I want you to reflect on the skills and attributes that they have that make you admire them.

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So what are the pieces and attributes that inspire you to be a better leader?

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And then I want you to reflect on. How do they demonstrate these skills?

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So what are those outward actions, those reflections of their values know. The fun part is that I want you to put a check mark on the side all of the skills that you also have.

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These are the things that you already possess that make you a leader.

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This is what you already bring to the table, and I want you to put a star beside the skills that you want to enhance.

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These are the things that you will focus on and work to build.

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These are your opportunities to learn. Now ask yourself, how do you currently demonstrate the skills that you have?

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And I want you to think about your actions as well as your interactions.

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What are you doing? either your personal or your professional life that demonstrates these leadership skills on already?

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Lastly, how do you grow? the skills that you've identified that you want to enhance what avenues do you have to explore and develop?

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And maybe that's to a developmental opportunity of work or volunteering in our community. It could be taking a course or leading a project or a meeting.

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But how can you grow your skills? And this now becomes your homework?

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Now I can guess one skill that didn't make it on anyone's list.

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It's often missed but it's crucial to your development as a leader and man is your ability to advocate for your own growth.

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Part of being a leader is taking control of the narrative, and in this instance you need to take control of your own growth.

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Narrative. No one is going to do it for you.

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So lead your leadership development by assle for support. Advocate for yourself.

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I truly respected what people approach me for guidance and support to do just that, and I know it's easier to have than done ask for help, and saying, You want opportunities putting yourself out.

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There. It's about being vulnerable but a good leader will want to build you up, but you still have to ask, and sometimes you need to help them find the opportunities that are right for you you don't you are only creating barriers

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to your own development, when, instead, you need to build yourself up, you need to share yourself on, and you need to believe that you deserve the chance to grow.

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So advocate for your development. don't create barriers build opportunities.

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And last I want to leave you with another close you don't need a title to lead you just need to care.

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People would rather follow a meter with heart than a leader of a title.

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And this reminds me that each of us can be a leader.

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We just need to be human need to care and show compassion.

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You need to reflect inwards, and consider who we want to be and what we value.

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And then we need to align our actions with those values.

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Anyone can be a leader, you don't need a title you just need to care.

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Okay, thank you so much, Erin. so yet again I will just remind you all to post any questions that you have for Aaron directly in the chat, and if we have time i'll try to i'll try to get the

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get to them myself. but i'll start with one Do you have any tips for empowering yourself to take charge and find leadership opportunities.

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I think it's a two-fold answer one we have those managers and those leaders that don't know how to develop others.

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Sometimes it's things that they weren't trying to do so you might need to help them help you.

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The other piece is that we tend to be our own biggest barrier.

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We get into the way of our own development, because we're afraid of asking for these opportunities.

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We're afraid of getting a nose on the other side but then we also don't know how to ask for these.

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There's not set avenues to do this you have to create those yourself, and that stems from being human being vulnerable, and having those conversations about where you want your development to take you So be courageous, and have

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those all right. So aaron there are there are more questions for you in the chat, if you wouldn't mind just responding to those directly in the chat as well.

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And i'll keep this moving and and Move on to our next and final presentation by by Lynn, who will be speaking about what she wishes.

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She'd known when she started her career so over to you thank you yes, my segment.

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No slides. it's just going to be me apologies that you have to look at and listen to you closely linked with Aaron segment.

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My lightning talk is also about leadership and specifically i'd like to tell you about.

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Not necessarily what I wish I had known, but a really great innovative session that I have run on several occasions, that you 2 can run in your organizations called things.

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I wish I knew this is a really really I mean I can't I can't stress it enough.

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How great this activity is to share different paths. that people have taken on their various leadership journeys.

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So i've been fortunate on 3 occasions in the last, actually just all in the last year to be part of such Round table discussions where all attendees hear advice on leadership, development, and career progression directly from senior leaders so

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Here's how it works. You have a panel of 4 to 6 simulators from different apartments tell their life stories to the audience.

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Now, you're probably already thinking, yeah, what's so great and interesting about that.

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But this is actually quite unusual. and key to the success of this event is the panels commitment.

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To be honest, sometimes brutally honest, and bring their whole self to the table, warts and all. You know.

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We often hear that the term authentic leadership this really puts authentic leadership on the table for everybody to see.

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And I also think that well, I know I did. I used to think that people who have reached senior grades got there really easily, You know.

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It was all laid out. it was planned, and it was plain sailing.

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But through these sessions I have heard directors, talking about very, very difficult childhoods growing up in challenging environments and quite dangerous neighborhoods, dropping out of school, struggling as a single parent with literally no money crashing

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on friends coaches because they didn't have anywhere to live these experiences built resilience and determination.

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It was these qualities that fueled their career paths.

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Another panelist at a session I was at admitted.

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He just happened to be in the right place at the right time for most of his promotions, and back in the days, especially when it was tap on the shoulder.

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Often got you a job, and he frequently suffered still from imposter syndrome, because he quite frequently felt that he, hadn't earned the promotions that he'd been given a few panelists spent time in

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several departments, you know, 2 years in one department, a year, and another 3 years, and another. another stayed in the one department for 3035 years, and progressed internally.

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All panel members highlighted their mistakes and the lessons that they learned from them.

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So on a practical note. These sessions had to Romney sessions.

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Well, they don't take a lot of work. but a few things are crucial to the success you need to choose your panel members.

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Very, very wisely. They need to really understand and commit to the honesty that they will be expected to display.

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About 5 min per pommel. member is good for their initial talk, and have 4 to 6 panel members in total at least time for questions and answers.

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At the end. 1 h is the minimum. I have facilitated 2 sessions of these at 1 h.

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90 min is better. because some of the stories you you know especially have panel members going over, and they're like sitting at 7 min.

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But they're talking about a really you know difficult childhood. you can be the strongest facilitator in the world.

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But really that's difficult difficult to stop anybody from doing that The facilitators, though, do need to be strong and quick thinking and very adaptable.

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I found it useful to have a pre session chat with palo members, so that they can meet each other and hear the running order, etc.

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And when I facilitated such sessions I tend to go alphabetically which is much easier to ensure.

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I don't miss anybody who has moved around the screen the audience are encouraged to submit questions in the chat or verbally, and then the facilitator kind of addresses which panel members should answer stories that i've

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heard have been humbling, poignant, and uniquely individual and that's probably another one of the key messages from things that I wish I knew session.

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No 2 leadership journeys will be the same, and opportunities come in various forms.

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But they are there for everybody. These have always been the highest rating sessions of any workshops I have ever attended on anything with genuine benefits.

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The feedback from such sessions has been full of confidence.

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They make the senior leaders more relatable to You know 2 people on the ground to frontline several servants public sector workers. and the lessons that can be taken away from it do seem to resonate with everybody Who's in

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the audience, you know. So what I have learned from my leadership journey is gonna be completely different to what another panel member will learn, or another senior director has taken away from theirs.

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But they are unique. they are varied, and they are personal.

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And I suppose one of the few thing one of the most common things is i'm right time.

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So i'm gonna ask you to start wrapping up Thank you.

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Okay, Yeah, I was just gonna end it with not one size fits all. Thank you.

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Thank you. Go ahead, Go ahead! yep that's it not one size fits all great.

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So. thank you so much, So please type any questions that you that you have for linen in the chat, and i'll just start us off by by asking what's one piece of advice you would give to public servants just starting out in their

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careers don't be afraid to make mistakes and ask admit when you don't know something, and learn from the stakes, because you're actually just learning how not to do it.

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Or how to do it better the next time so How that Continuous improvement, mindset. And just take every opportunity that comes your way or create the opportunities if they're not coming your way.

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Okay, Thank you so much So if you have any outstanding questions, or any questions that haven't been answered, yet you can post them in a political.

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Q. and a feature which my colleague Helen, has linked to in the chat.

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And somebody, either one of the speakers or a member of our community will go ahead and and answer that

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So thank you all. Thank you all for joining us today.

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A massive, massive Thank you to our speakers for sharing their knowledge, and and for taking part in our first community learning exchange just before we finish. and do our one-word takeaways.

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We'd love to get a sense of how you felt about the workshop.

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I'm just gonna pull up a really quick survey we won't share the results of this survey, but it's just for us to use to help improve our workshops.

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So here's the poll so on a scale of one to 10 rank.

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Your agreement with this statement, one meaning that you completely disagree, and 10, meaning that you completely agree.

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So, the statement being this workshop was a valuable use of my time. So i'll just give you all a moment to answer.

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Okay, great. let's see. Okay, it looks like everyone's responses have started to slow down.

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So thank you all for participating with that while we're wrapping up, please.

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Could you just share your one way. One word take away from today's workshop in the chat. i'll now also ask each of the speakers for their key.

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Take a work for their key takeaways. You can say one word or a full sentence, but I just want to hear from you all as well as from all of the participants to end and have everyone share their takeaways.

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And so, or any of you, Are any of you ready to go first?

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He, I go. go ahead. I think the I think the theme running through the rest of the speech, and because effectively that it's about people and getting the right people involved in giving them the right tools and the right advice and the right

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for, and to be of, to do the best they can so to see how we can build frameworks or spaces, etc.

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And that support to make sure that everybody can succeed. Thank you, Aaron.

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I think, for me and it's gonna tie into the thing of my presentation is that everyone here can be a leader, and I think the panel speaks to that themselves.

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We have such diverse representation from across the world here, speaking on multitude of different topics and sharing their relevant knowledge that it's an opportunity that anyone can do just this So a shadow to the other presenters

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for getting out there, making themselves known, being vulnerable in doing that, and an encouragement to everyone else on the call to do the same, and they have the opportunity to do so.

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Thanks so much, Erin. all right, leonard casey I'd like to thank you and encouraging everyone to do the same thing.

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It's a greater opportunity to speak up and share ideas and get together to do better.

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What we want to do for public service, and delivering better public.

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So. Thank you, Lynn. Thank you. yes, I think for me.

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This just again shows a community that a political can bring, and how it works to bring together public sector.

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Or performed staff from around the world. very diverse panel.

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Very diverse presentations and themes, but yet all with a common goal, to share knowledge, and inspire people, and encourage and connect all right.

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Thank you all so much. there's loads of great takeaways in the chat that I recommend you all scroll through and as we wrap up, I just want to add that everyone who read for the event will receive an email

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soon with a recording and and resources from the today's conversation You have lots and lots of different of opportunities to keep learning with the apolitical community, and you can either join another workshop or a book boot camp.

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Coming up. We have mastering virtual presentations and public speaking, which is an online workshop and is great.

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If you'd like to be one of our panelists, for a future community learning, exchange or workshop, and to I just want to encourage everyone to to join the discussion on our Q.

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And a feature can continue the conversation that we started today and look for look for inspiration there whenever you need.

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So big round of applause to all of our to all of today's speakers.

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It was great to hear from from all of you about what you're working on, and to have you share your your learnings and your ideas.

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And yeah, thank you so much, and thank you also to everyone who came.