

"A must for anyone who wants to expand their thinking and influence in healthcare for the future!"

"Great idea, great execution - I'm a huge fan"

"Go and meet a diverse bunch of people who are passionate about health and care... you'll be amazed at the sort of jobs they do... it'll make you think"

"The idea is gold! SO important to get people out of their silos, and give them a little room to think flexibly and creatively about where we're heading and what we can do to influence it"

"Thought provoking and a chance to push yourself beyond your comfort zone"

"Like a really good pub chat, but with a useful outcome"

Melting Pot Lunch

"Not just another event/talking shop. The conversation was real and honest"

"I most liked the whole-group discussion with differing perspectives and background bringing really interesting ways to think about collaboration"

"Go - a really unique way to meet people from a range of backgrounds in an informal setting. Not threatening at all - just very enjoyable"

"Well worth going, you'll make some interesting and probably useful connections"

"[At work events you] often end up meeting one person or at the most two due to social norms, but at Melting Pot Lunch I think I met at least 6-8 new people in a short space of time"

"I liked the diversity of the attendees. In particular, liked the fact that there were doctors round the table (which is rare for policy events on health/social care)"

KALEIDOSCOPE

Kaleidoscope Health & Care is a social enterprise working to bring people together to improve health and care in the UK.

The history of health and care is one of division – building colleges, professions and institutions as walled gardens open to some but not all.

Our focus as Kaleidoscope is all about how you can trample on such boundaries and in turn improve health and care for populations and patients. Our mission is to create the most effective, exciting and replicable collaborations seen in any sector, anywhere.

Melting Pot Lunches are one of the ways we do this, bringing together diverse groups from across health and care, to discuss a key issue relevant to a range of different perspectives, all over a good lunch in an inspiring location.

Starting in August 2017, over the subsequent year we've held 20 lunches and sat down to chow a sandwich with over 200 people. We've been blown away by the feedback – in particular the ability for people to have conversations in a safe-space with others they wouldn't otherwise have had a chance to speak to.

But the point of Melting Pot is only in part about the lunches which we, as Kaleidoscope, run in central London. Our aim has always been to create a recipe which others can equally use wherever they are.

As such we've made all of our Melting Pot secrets not so secret. This guide gives a quick run-through of how we run the lunches, and we hope it provides a taster of how to run your own Melting Pots. If you're left with questions, drop us a line. Happy lunching!

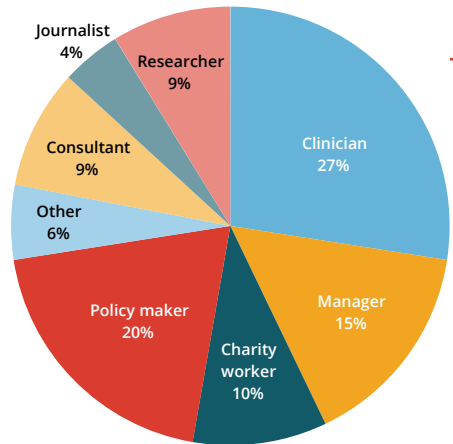
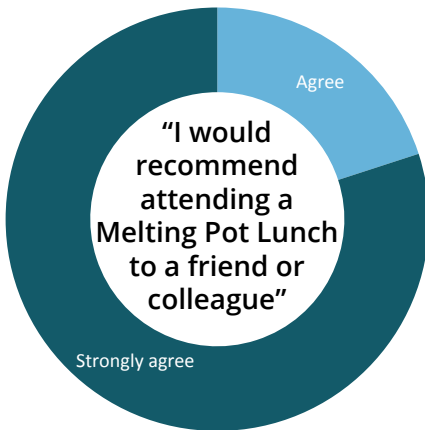
#meltingpotlunch

Melting Pot stats

Our Melting Pot feedback:

20 Melting Pot Lunches, over 200 people...

Melting Pots aren't just for one staff group – clinicians, managers and political figures have all taken part...



100% of those who have filled in our friendly evaluation forms would strongly agree or agree with the statement "I would recommend attending a Melting Pot Lunch to a friend or colleague". We think this is ridiculous, and we're still trying to get our heads round that.

Feedback from other Melting Pot series:

UCLP, supported by the NHS London Leadership Academy, have run their own series of Melting Pot Lunches

"We feel that in our fast-paced environment of health and care, it is easy to feel disconnected from one another as we grapple with the challenges of increasing specialisation, constant reporting, inspections, and pressure to demonstrate outcomes.

Those of us delivering clinical care often have little to do with those of us planning, managing and debating the delivery and future direction of that care: in this tribal world, traversing barriers to share ideas can feel lonely and risky. We can forget that we work collectively for the good of all of the people whose health and care we provide, and that as leaders we need to stay open to listening and learning from others.

Eating together and chatting over some common ground is a chance to see things a little differently and help us make new connections, improve our relationship with colleagues and better serve our patients and populations now and in future leadership roles."

How to make a Melting Pot: the recipe

There are 12 steps to putting together the perfect Melting Pot:

1 Why?

Bringing people together from different areas within the world of health and care to connect and discuss important topics.

2 Who?

Introducing people from a diverse range of backgrounds, who otherwise wouldn't meet in their day-to-day work, is key. We make all our lunches open to anyone to sign-up, advertising through twitter and word of mouth.

3 How many?

We think 12-15 people is ideal. Too few means not enough voices, and too many not enough time for all of them to be heard!

4 When?

We like Friday lunchtimes – helps give a more relaxed feel (and people more likely to be free). We run them from 12.30-2pm.

5 How long?

We're strict about them being 90 minutes! We know time is at a premium, but even with this amount of time you will leave people wanting more...

6 Where?

The table has to be big enough for everyone, but with extra space for breakaway discussions in pairs. Somewhere quiet is essential for the whole-table bit, and if you can, find somewhere people haven't been before (we've been to magic shops, theatres, museums, and more).

7 What about?

You need a topic which is going to resonate with a diverse group and doesn't require expert knowledge to take part in. We try and be a bit opaque in advance about what the topic is so people don't sign-up to the one they know about.

8 Rules for discussion

Melting Pots work on the basis of creating a safe-space where people can talk freely. As such, we use the Chatham House rule (ie. you can't attribute who said what afterwards), and make clear that the purpose of the session is to hear different perspectives not to show how intelligent we all are...

9 What happens in advance?

For each Melting Pot we ask someone to kick-off the conversation on the chosen topic, and to write a 500 word blog to get people thinking. We circulate this by email the week before, and ask all attendees to introduce themselves by email. We think this helps start to build connections before we've even met!

10 And on the day?

We follow a set format for each Melting Pot. This may seem restrictive, but 90mins isn't long, and we never want to drag on more than a minute or two after the finish (seriously – there's nothing worse than people starting to slope off).

Our 90-minute session:

- ◆ **0-15 mins:** Attendees arrive, are greeted, encouraged to grab lunch and sit down next to someone they don't know.
- ◆ **15-30 mins:** Intros, including to the topic from the person starting the conversation.
- ◆ **30-45mins:** As soon as the topic intro is over, everyone finds someone they haven't spoken to, and spends 4–5min discussing what resonated with them from the intro. Then repeat...
- ◆ **45-80 mins:** Facilitated whole-table conversation about what came through from the pairs conversations, and more broadly.
- ◆ **80-90 mins:** With 10mins to go, discussion ends and everyone has 30 seconds in strictest silence to think about a single closing reflection. All reflections are shared, ending with the person who introduced the topic. And that's it!

11 What about afterwards?

Evaluation and evolution are critical. We use Google forms to create a feedback survey so we can make things better next time. We like to add a personal touch by emailing everyone individually to say thank you for coming and asking them to fill in the survey.

12 Anything else?

Probably. This is the recipe that we have found works, but please do experiment and let us know how to improve

Melting Pot ideas

Stuck for Melting Pot Lunch topic ideas? Here's the ones we've tried already...

Fear and loving in the NHS	Mind the gap: confessions of a boundary-spanner	Command, control, correct?	The media, and its role within health and care
Relationship status: it's complicated	Value and decision-making in health care	The inevitability of death	The NHS decides elections (and other untruths...)
On resilience	Outside looking in	Whether we can afford not to fix social care	Patient engagement, and how we can do it better
If you had 100 billion to spend on health would you spend it on the NHS?	Health, health care and the homeless	What will the future think of us?	Culture schmulture
Magical thinking	Politics and health care... and whether they should just be kept apart	The most important issue in health (learning to love complexity)	Social movements: reimagining a better world

Running your own Melting Pot Lunch

If you want to run your own Melting Pot Lunch, knock yourself out – and if you feel like attributing us then lovely – but we won't hold you to it.

If you'd like more info please go to the website, **kaleidoscope.healthcare**, or if you'd like to get in touch for a chat please email **hello@kaleidoscope.healthcare**

Or, if you'd like a bit more support, we're excited to announce that for the very first time we'll be running a full-day Melting Pot Lunch training day in London on **January 11th, 2018**.

That sounds fun. What will I get out of it?

- ◆ An in-depth look at each Melting Pot ingredient and how to implement it yourself
- ◆ A chance to work through the core common concerns that come with running a Melting Pot
- ◆ An insight into our key lessons learnt from our first 4 seasons of Melting Pots
- ◆ Ideas for different ways to play with the Melting Pot format
- ◆ How to best advertise and promote your Melting Pots

How much will it cost?

Get in touch to discuss – it will depend on how many sign-up! (But won't be exorbitant...)

How do I find out more?

Email **hello@kaleidoscope.healthcare** and let's arrange a chat!

In 2017/18 we're looking for 10 organisations to sponsor us £1k each to support our next season of Melting Pot Lunches.

We're really grateful to AbbVie, C3 Collaborating for Health and MBI for their sponsorship.

"A chance to learn about yourself and like minded others with and say out loud what we've been thinking for a while now.."

"I most liked the variety of backgrounds from policy to practitioner"

"Honestly it was all great – well done. You struck a great tone and it was lovely to be in a room with people significantly younger than me!"

"A friendly place to get into some fascinating discussion about big issues for us all in the NHS"

"A really good way to gain insight into other parts of the picture."

"An eclectic mix of interesting people who have lunch and think differently about current issues in a collaborative fashion"

"Amazing time-out space. Great to speak to like-minded people"

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"A meeting of minds from various backgrounds and organisations including policy, academia, clinical, managerial backgrounds"

"Fun and gives you reassurance that there are others out there who think differently"

"Space to think, listen and be inspired afresh"

"The selection of people was eclectic and they were all so interesting, accomplished and out-of-the box thinkers who left the ego at the door"

"An intellectual lunchtime run"

"I most liked having a real discussion about the state of things – loved the intimacy around the table too"

"I most liked the clear thinking and punchy delivery of the opening talk"

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