

WHAT IS S.E.S.?

SES is an exercise developed to support critical reflection, affirmation and validation. The tool can be used in a range of contexts including personal planning, strategic planning, team building, and evaluation. It is used to help individuals, groups, or businesses identify and become more conscious of what success is, how they measure it and what strategies they use for achieving success. The exercise is particularly powerful in different cultural contexts, as it supports the unpacking of inherent cultural knowledge, wisdom, and experience in a way that supports understanding and critical reflection. It works well in a situation such as strategic planning where it is framed as a critical reflection on past activities to inform future planning and decision-making.

STRATEGIES EVIDENCE SUCCESS S.E.S.

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SHORT HISTORY OF SES

SES brings together knowledge, experience, and skills in the area of evaluation and facilitation. It was developed by Kataraina Pipi in the mid 2000's, following her involvement in an Iwi (tribal) and Māori Provider Success project where she worked alongside Dr Fiona Cram and a team of regional researchers. In this project, 60 providers from a range of sectors including health, social services, justice, and housing were invited to participate in a research project that had them identifying why they were successful.

In this project, the team facilitated a process of “unpacking how Māori providers do success,” and then gathered evidence to substantiate their success. Essential to this was identifying the cultural factors that contribute to success. Many of the participants reflected on how they are in their “cultural skin” and why they do the things they do from a cultural perspective. This meant unpacking what they do as Māori, from their cultural, tribal, and whānau or “family” knowledge base.



5 STEPS OF S.E.S.

SES – I love it... I feel empowered from it – I'm going to use it...I like simplicity... it's a great tool.

1: IDENTIFY THREE SUCCESSES / ACHIEVEMENTS

This might be an event, a milestone, or an outcome. The achievement can be big or small – it doesn't matter what anybody else thinks, it's your achievement, as identified by you.

2: IDENTIFY THE EVIDENCE OF THE SUCCESS

For each achievement, identify the evidence of that success. Evidence means what we can see, hear, feel, and what the facts are that tell us this has indeed been a success. What can we see that is concrete evidence of this achievement? What do/did you hear yourselves saying, or other people saying about this achievement? How does it feel to have achieved this? What are the facts?

3: REFLECT ON STRATEGIES CRITICAL TO SUCCESS

In this step, reflect on the strategies you used to achieve the success. This could be a range, e.g., cultural, organisational or values based strategies. Consider not just 'how you did it, but what was critical to the success. The richer this reflection is, the better - ideally find 7-9 strategies.



4: REFLECTIONS

Doing an SES prompts reflections and learning for the way forward. To generate these, it's helpful to ask what people have learned about what seemed to work, and what didn't. It can also help to reflect on what you noticed and/or learned about:

- The relationships and different people that matter?
- The systems and structures that support or hinder your success?
- The ways of working that make a difference?
- Anything else?

5: FORMULA FOR SUCCESS

Participants are then sometimes invited to think about what their formula for success is. This is determined by looking down the strategies column for the patterns, the things that come up again and again in each success example. Once identified, a formula is considered – (.....) + (.....) + (.....) = Success.

