Organisational Commitment

Organisational commitment includes philosophical and financial commitment made by organisations, particularly at executive levels. Human resources policy and processes help realise that commitment in practice and are covered in a later section.

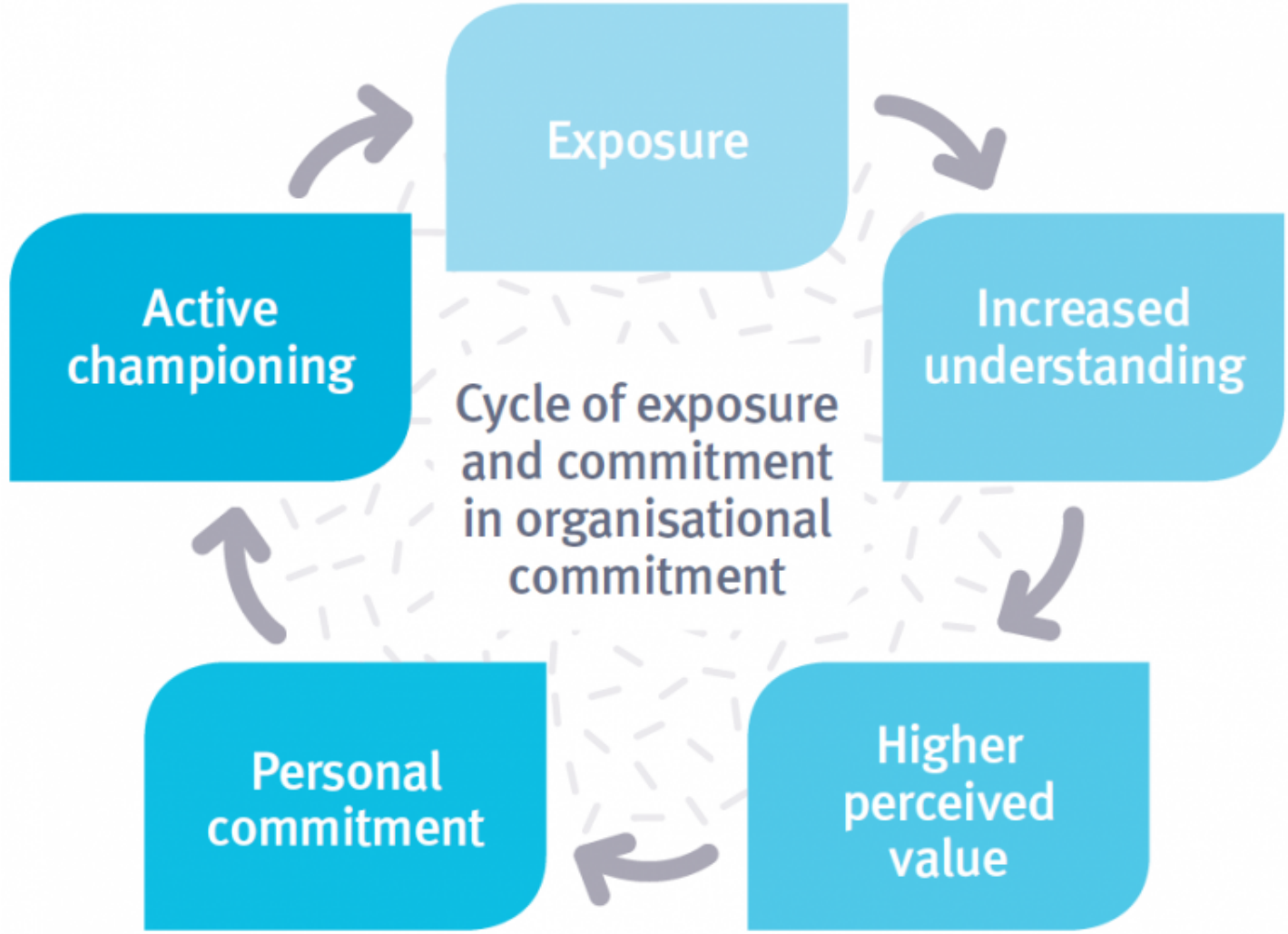
Importance of Organisational Commitment

Commitment to Lived Experience workforce development increases as exposure to Lived Experience work and concepts increases.

Greater exposure to the roles also increases understanding of the work and the perceived value of lived experience broadly.

Higher levels of perceived value and understanding leads to an increase in commitment, action and investment.

However, low levels of exposure and understanding lead to negative stereotypes, limited commitment and investment, and less effective Lived Experience initiatives and outcomes.



What does Commitment to Lived Experience Roles Look Like?

A genuinely committed organisation, is one that...

Is willing to be adaptable

Is willing to be flexible

Makes a philosophical commitment to Lived Experience workforce development

Makes a long term financial commitment to Lived Experience workforce development

Is open to change

Ensures Lived Experience workers have adequate resources and training opportunities

Takes steps to protect the authenticity of the roles, including appropriate Lived-Experience led supervision

Employs sufficient full-time equivalent Lived Experience workers including designated Lived Experience roles with the power to influence

How to Build Organisational Commitment

- Commit as an organisation to recovery and person-directed service delivery
- Ensure organisational values align with and promote Lived Experience perspectives
- Promote leadership and championing of Lived Experience at all levels of

the organisation

- Create impactful Lived Experience leadership positions that are properly resourced and able to support and guide development of the wider Lived Experience workforce, including maintaining the integrity of Lived Experience roles.



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Lived Experience Training

Check out our website with courses to embed the research findings and build

strong understanding of Lived and Living Experience workforces and practice.

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