



# The benefits of having a **CHANGE LEAD** in your organisation

**WE LISTEN, EXPLAIN,  
CONNECT, PERSUADE,  
GUIDE, ENCOURAGE,  
UNDERSTAND, REALITY-  
CHECK AND DESIGN**

“Sponsoring a change lead within our organisation has helped us to keep up to date and engaged with changes to policy and practice. It means we have someone really championing the changes in culture and practice necessary to end homelessness. Our frontline staff are more engaged than ever in policy drivers and the opportunities they bring to our work, and this has been very empowering”

Quote from a supporting organisation



All in for Change is an inclusive programme using a collaborative effort to end homelessness in Scotland. It is driven by a Change Team of people from across the country. Change Leads are experts in what homelessness looks like on the ground, bringing together diverse knowledge from people with lived experience of homelessness and those who work in frontline and support services – helping to bridge the gap between policy and practice.

We are looking for Change Leads who are currently in employment to be sponsored by their employers.

**We believe that there are many benefits to sponsoring an employee to become a Change Lead and be part of All in for Change. They will have the opportunity to:**

- **Learn** – which can help people in their roles and can be taken back to the wider organisation, increasing capacity;
- **Share knowledge and gain insights from others** about what's working for different services and localities, and what's getting in the way;
- **Network, and build relationships** with a diverse range of people: those who have experienced homelessness and those in support roles, to help them gain alternative perspectives;
- **Shape and influence national policy change** by being involved in strategic meetings and consultations;
- **Speak** about the work that is happening in your organisation;
- **Influence change and empower colleagues** towards ending homelessness in Scotland.

**By sponsoring an employee you agree to:**

- Work with them to **create time** to attend our monthly retreats, as well as any additional activities laid out in the programme plan;
- Provide opportunities for them to **feedback to colleagues and external partners** on the work of the Change team, helping them to influence change;
- **Sponsor** time and travel expenses.



If you would like any more information about All in For Change, please email [changeteam@homelessnessnetwork.scot](mailto:changeteam@homelessnessnetwork.scot)