

y ganolfan cynllunio iaith
welsh centre for language planning



Llechi, Glo a Chefn Gwlad:

Beth ydym wedi ei ddysgu yn y flwyddyn gyntaf?

What have we learnt in the first year?

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Rhagarweiniad / Introduction

Bwriad yr adroddiad / Purpose of the report

Comisiynwyd IAITH i weithio gyda'r partneriaid i ddatblygu dull sy'n galluogi dealltwriaeth o effaith y prosiect Llechi, Glo a Chefn Gwlad a chofnodi dysgu gan ddefnyddio'r ddamcaniaeth newid a ddatblygwyd gan y partneriaid prosiect.

Mae'r adroddiad 'llinell sylfaen' hwn yn amlinellu:

- y dechrau y mae'r prosiect wedi'i wneud;
- effaith cyfyngiadau symud Covid ar y gwaith;
- y meddwl cychwynnol a sut y mae hynny'n esblygu; a
- chynnig cwestiynau allweddol ar gyfer arwain datblygiad y prosiect yn ei ail flwyddyn.

IAITH has been commissioned to work with the partners to develop an approach that enables an understanding of the impact of the Llechi, Glo a Chefn Gwlad project and the capturing of learning drawing on the theory of change developed by the project partners.

This 'baseline' report outlines:

- the start the project has made;
- the impact of the Covid Lockdown on the work;
- initial thinking and how that is evolving; and
- suggests key questions to guide the development of the project in its second year.

Hyd a lled ein dealltwriaeth / The extent of our understanding

Mae'r sylwadau yr ydym yn eu cynnig yn y ddogfen hon yn seiliedig ar hyd a lled ein hadnabyddiaeth o'r prosiect o ganlyniad i:

- bori gwefannau a dogfennaeth prosiect
- cynnal sgysiau cychwynnol gydag aelodau y naw partner a'r naw arweinydd cymunedol dan hyfforddiant
- cynnwys y ffilmiau y gofynnwyd i arweinyddion dan hyfforddiant eu paratoi
- cyfarfod 'gymanfa' prosiect cyfan a gynhaliwyd trwy Zoom (23 Tachwedd 2020)
- trafodaeth mewn cyfarfod wythnosol y prosiect cyfan (1 Rhagfyr 2020)
- cynorthwyo'r arweinwyr dan hyfforddiant i drefnu a chynnal gweminar 'Mae Rhwydweithiau'n Gweithio' (25 Chwefror 2021)

The comments we make in this report are based upon the extent of our understanding of the project which has been gained from:

- reviewing project websites and documentation
- initial conversations with members of each of the nine projects and the nine trainee community leaders
- the content of the films trainee leaders were asked to produce
- the whole project 'cymanfa' meeting held on Zoom (23 November 2020)
- discussion during the whole project weekly meeting (1 December 2020)
- assist the trainee leaders in organising and holding a webinar 'Networking Works' (25 February 2021)

Ymagwedd ac egwyddorion / Mindset and Guiding Principles

Egwyddor sylfaenol partneriaeth Llechi, Glo a Chefn Gwlad yw egwyddor y Lles Cymdeithasol (gan rai: yr Angen Cymdeithasol).

Dan faner yr egwyddor hon mae'r partneriaid wedi ymroi i batrwm sylfaenol a gwirioneddol gydweithredol.

At the base of the Llechi, Glo a Chefn Gwlad partnership is the principle of the Common Good (also referred to as the Common Need).

Under this banner the partner organisations have adopted a pattern of working that is intrinsically and meaningfully collaborative and co-operative.

Ymagwedd an-hierarchaidd sydd i'r model hwn o weithredu, ymagwedd sy'n adnabod:

- gwerth a photensial creadigol y partneriaid oll yn ddi-wahân;
- gwerth a photensial creadigol pob unigolyn o fewn y partneriaethau a chylchoedd eu gweithredu yn ddi-wahân.

This model is non-hierarchic in its mindset. It is a world-view that recognises:

- the value and creative potential of each and every partner organisation, without prejudice;
- the value and creative potential of every individual member of every partner organisation and their spheres of work, without prejudice.

Yn y cyd-destun cyd-gyfartal a chydweithredol hwn y mae:

- pob trafodaeth yn gyd-drafodaeth
- pob cwestiwn yn gwestiwn i'w gyd-ystyried.

Yn wir, trwy gyfrwng dymeg gymdeithasol 'y cyd' - cyd-rannu, cyd-weithio, cyd-wrando, cyd-ddysgu, cyd-ddychmygu, cyd-ddyheu ac ati – daw cynnydd un yn gynnydd pawb.

Gair sy'n crisialu hyn oll yw 'cymdeithas' - pobl a broydd yn cyd-ymdeithio.

Mae awydd, menter, dychymyg, ymdrech, gonestrwydd, goddefgarwch ac ymddiriedaeth y weithred o gyd-ymdeithio – o symud ymlaen gyda'n gilydd – yn gwbl greiddiol i'r bartneriaeth.

Dyma a'i sicrha yn bartneriaeth greadigol.

Ac yn yr ysbryd cydweithiol, creadigol hwn yr ydym ninnau, y 'gwerthuswyr allanol', yn chwarae ein rhan yn y daith hon.

Within this context of equity and co-operation:

- each and every discussion is an inclusive, round-table discussion
- each and every question is a question for everyone's consideration.

Indeed, by means of this collaborative and communitarian dynamic – co-sharing, co-working, co-listening, co-learning, co-imagining, co-aspiring etc. - one partner's gain is every partner's gain.

It is culturally significant that the Welsh word 'cymdeithas' (which literally means 'people and communities travelling together') encompasses all the above.

The desire, enterprise, imagination, effort, openness, tolerance and trust implicit in the act of co-travelling – moving ahead together – is essential to the partnership.

This is what ensures that it is a creative partnership.

And it is in the spirit of creative collaboration that we as 'external evaluators' play our role in this journey.

Y dechrau y mae'r prosiect wedi'i wneud / *the start the project has made*

Y bartneriaeth ei hunan / *The partnership itself*

Prif lwyddiant flwyddyn gyntaf partneriaeth Llechi, Glo a Chefn Gwlad yw'r ffaith iddi ymsefydlu yn bartneriaeth ystyrlon - partneriaeth sy'n gynhwysol a chydweithredol.

The principal success of the Llechi, Glo a Chefn Gwlad partnership's initial year is its manifestation as a meaningful partnership - a partnership that is both inclusive and collaborative.

Aelodau'r bartneriaeth : DOVE, Partneriaeth Ogwen, Tir Coed, Ynysybwl, Tir Dewi, Siop Griffiths, Cwmni Bro Ffestiniog, Appening Rhondda, Pobl a Gwaith



Partnership members: DOVE, Ogwen Partnership, Tir Coed, Ynysybwl, Tir Dewi, Siop Griffiths, Cwmni Bro Ffestiniog, Appening Rhondda, People and Work

Mae hi hefyd yn bartneriaeth radical o ran ei bod wedi:

- cywain ynghyd cymdogaethau 'anghymarus' cymoedd y de, y gorllewin a'r canolbarth gwledig ynghyd a'r gogledd ôl-ddiwydiannol yn un drafodaeth gyfartal;
- ymroi i gydymaddysgu wrth gydweithredu a chyd-greu; a
- gafael yn awenau creu newid - o fewn cyfranogwyr, y prosiectau eu hunain a'u cymdogaethau.

Drwy hyn oll mae'n fodel sy'n meddu ar y potensial i effeithio'n gadarnhaol ar ymagweddau llywodraeth leol a chenedlaethol tuag at bosibiliadau'r dynameg gymdeithasol a, thrwy hynny, addysgu a chyfoethogi y prosiect datganoli sydd ohoni yng Nghymru.

Daw arweiniad y prosiectau oll o'r bobl. Ond er yr undod hwn o bwrpas, consyrn, a pherchnogaeth nid mudiadau unffurf mohonynt. Gwahaniaethant o ran trefniadaeth, hanes, daearyddiaeth, demograffiaeth, iaith, gwybodaeth, profiad, diddordeb a blaenoriaethau ffofws, angen a photensial.

Yn yr an-unffurfioldeb hwn y mae hanfod byw y bartneriaeth. Megis cymdeithas, ecoleg cymhleth ac iddo fio-amrywiaeth gyfoethog yw'r bartneriaeth - cynefin y 'cyd': cyd-rannu, gwrando, cwestiynu, trafod, cefnogi ac ysgogi.

Ond er llewyrch y cynefin symbiotig hwn, y mae dwy ddynmeg o wahaniaeth sydd angen ystyriaeth benodol er sicrhau gwireddu eu gallu i lawn gyfoethogi gwaith a chenhadaeth y bartneriaeth.

It is also a radical partnership in that it has:

- brought the 'different' communities of the 'valleys', rural west, and mid-Wales as well as the post-industrial north into one equitable discussion;
- established mutual learning, working and creativity as a collaborative norm; and
- taken hold of the wheel of change – within participants, the projects themselves as well as the communities.

By these means, the partnership forms a model that has the potential to effect a positive change upon entrenched attitudes within local and national governance regarding community development - a change that will further educate and inform the on-going project that is devolution in Wales.

Leadership of each project comes from the people. Despite this unity of purpose, concern, and ownership they are not uniform. They differ in terms of structure, history, geography, demography, language, knowledge, experience, interest, and priorities of focus, need and potential.

In this non-uniformity lies the partnership's very essence. As in 'cymdeithas', it is a complex ecology that is home to a rich bio-diversity - 'cynefin y cyd' - a habitat of mutual sharing, listening, questioning, discussion, support and inspiration.

However, despite this symbiotic effectiveness, two dynamics of difference require specific consideration if their capacity to fully enrich the partnership's work and mission is to be realised.

Mae'r naill yn wahaniaeth o brofiad a/ neu gyd-destun, sef:

- y berthynas â chymuned.

Gwahaniaeth o brofiad ac ymarfer yw'r llall, sef:

- y berthynas â dwyieithrwydd.

Mae'r naill a'r llall, wrth gwrs, yn perthyn i'w gilydd.

The one is a difference of experience and/or context:

- the relationship with community.

The other is of experience and practice:

- the relationship with bilingualism.

Both aspects are, of course, inter-related.

Yr arweinwyr dan hyfforddiant / *The trainee leaders*

Chwe merch a thri dyn manteisiodd ar y cyfle i fod yn arweinydd cymunedol dan hyfforddiant ym mlwyddyn gyntaf y prosiect. I ddau ohonynt, hon oedd eu swydd gyntaf ar ôl graddio o'r brifysgol. Roedd gan y gweddill brofiad o gyflogaeth blaenorol gydag un wedi rhedeg ei busnes ei hun. Roedd dwy o'r menywod yn rhieni.

Roedd arweinwyr dan hyfforddiant DOVE Banwen, Cwmni Bro, Siop Griffiths, Credu ac Ynys y Bwl eisoes wedi bod yn rhan o'r prosiectau hyn - yn wirfoddolwyr neu'n ddefnyddwyr. Roedd gan bob un berthynas agos â'r gymuned yr oeddent yn gweithio ynddi/gyda hi, naill ai o fyw'n lleol neu trwy fod yn aelod o gymuned ffermio Cymru. Roedd un wedi symud i Gymru o fan arall. Roedd gan y rhan fwyaf ohonynt gysylltiadau â'u cymuned yn ymestyn dros un neu ragor o genedlaethau. Roedd saith yn ddwyieithog yn y Gymraeg a'r Saesneg.

Six women and three men took advantage of the opportunity to be a trainee community leader during the project's first year. For two of them, this was their first job after graduating from university. The others had previous employment experience, with one having run her own business. Two of the women were parents.

The DOVE Banwen, Cwmni Bro, Siop Griffiths, Credu and Ynys y Bwl trainee leaders had already been involved in these projects in some volunteer or user capacity. All trainees had an intimate relationship with the community they worked in/with, either from living locally or being a member of the Welsh farming community. One had moved to Wales from elsewhere. Most of the others had connections with their community extending over one or more generations. Seven were bilingual in both Welsh and English.

Cofnodi profiadau personol a'r mewnwediadau a enillwyd

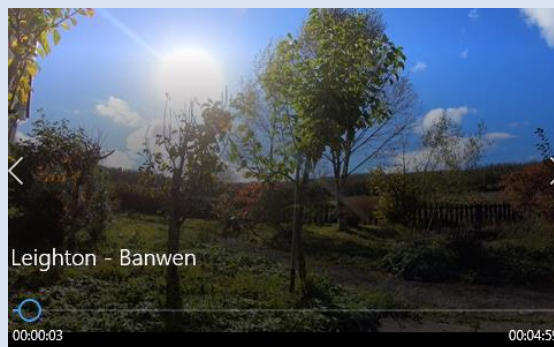
Gofynnwyd i'r arweinwyr dan hyfforddiant baratoi ffilm byr sy'n crynhoi eu profiadau gyda Llechi, Glo a Chefn Gwlad. Gellid gweld y chwe ffilm a gynhyrchwyd isod.



Gwylwch yma / Watch here

Capturing personal experiences and insights gained

The trainee leaders were asked to produce a short film that summarised their Llechi, Glo a Chefn Gwlad experience. The six films produced can be viewed below.



Gwylwch yma / Watch here



Gwylwch yma / Watch here



Gwylwch yma / Watch here

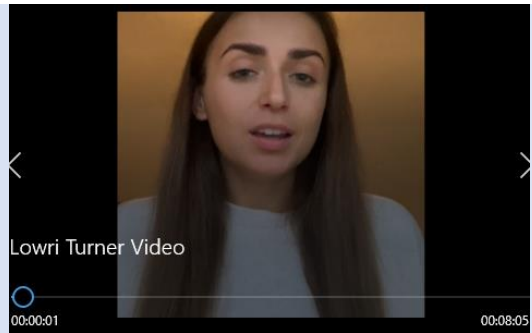
Amlyga'r ffilmau hyn nifer o nodweddion sy'n gyffredin i daith a phrofiadau pawb dros flwyddyn gyntaf y prosiect.

Nodwedd allweddol yw y bu'n brofiad o drawsnewid trwy:

- cael eu cefnogi a'u herio i ddysgu sgiliau newydd a gweithio mewn ffyrdd newydd a chreadigol sydd wedi eu helpu i ddatblygu, tyfu a magu hyder.

“Mae wedi newid yn fawr o beth o'n i'n meddwl y byddai ond 'wi wedi dysgu llawer mwy wi'n meddwl ac wedi ennill llawer o sgiliau yn fy amser yma hefyd”

- profi'r newid o weithredu'n adweithiol a goddefol i weithredu'n rhagweithiol (sy'n allweddol i ddeinameg gweithredu cymunedol creadigol)
- datblygu hunan ymwybyddiaeth o'r:
 - plethiad rhwng eu hunaniaeth a'u gwaith fel arweinydd cymunedol
 - ymdeimlad o berthyn i le, cymuned a rhwydweithiau cymunedol



Gwylwch yma / Watch here



Gwylwch yma / Watch here

These films highlight several features that are common to everyone's journey and experiences over the first year of the project.

A key feature is that it was an experience of transformation by:

- being supported and challenged to develop new skills and to work in new and creative ways which have helped them develop, grow, and gain confidence.

“This has been a really fun experience for me and a really good challenge, it put me out of my comfort zone a lot and it's helped me grow as a person.”

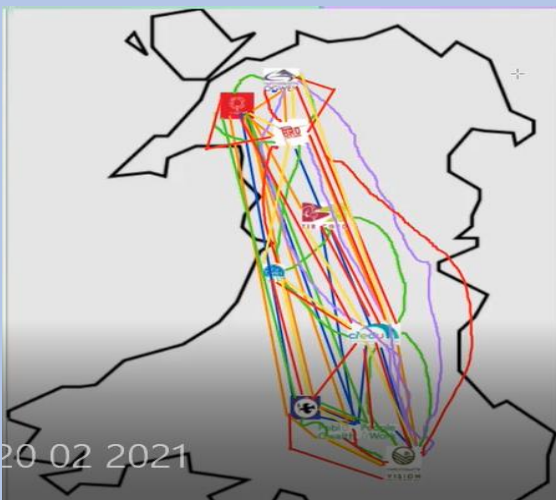
- experiencing the shift from reactive and passive action to proactive action (which is key to the dynamics of creative community practice)
- developing self-awareness of:
 - the crossover between their social identities and their work as a community leader
 - a sense of belonging to a place, community, and social networks
 - the challenges of engaging extensively with members of the local community and

- o heriau o ymgysylltu'n helaeth gydag aelodau'r gymuned leol a throedio deinameg y tensiynau a fodolai ym mhob cymuned a goblygiadau hynny ar gyfer datblygu arferion gweithredu fel arweinydd cymunedol Cymreig.

“Ddaru'r meddylfryd o dwf, rhywbeth ddaru rili cychwyn resonatio efo fi mae na .. fudd i mi'n bersonol ac o'n i'n gweld bod Cwmni Bro yn gweithredu gyda ryw fath o elfen o feddylfryd o dwf ond sut oedden ni yn mynd i allu dod â hynny i'r gymuned? ”

- ymaddysgu'n unigol a thrwy'i gilydd trwy rannu profiadau, adrodd ar weithgareddau a thrafod syniadau'n wythnosol - ysbrydolwyd nifer gan waith eu cyd-arweinyddion a bu cyd-weithio a chyd-gynnal (e.e. i ddatblygu adnoddau digidol) na fyddai'n debygol o fod wedi digwydd i'r un graddau heb batrwm y cyfarfod rhithiol wythnosol.

Ar ddiwedd y flwyddyn, cynhaliwyd gweminar agored 'Mae Rhwydweithio'n Gweithio'. Cynlluniwyd y digwyddiad gan yr arweinwyr ifainc eu hunain ac mae'r ffaith mai o'i hawduriaeth hwy y daeth y teitl yn dystiolaeth gref o effeithiolrwydd cydymaddysgol a chydweithiol y bartneriaeth.



Dyma ddolen i gofnod ffilm o'r digwyddiad:
<https://talwrn.org.uk/cy/llechi-glo-a-chefn-gwlad-prosiect/>

treading the dynamics of tension that exist in each community and their implications for the development of community leadership practice in Wales.

“Working here every day I've learned SO much about the area, an area I thought I knew. I've come to understand, in greater detail, the challenges communities like ours face on a day to day basis.”

- learning individually and through each other by sharing experiences, reporting on activities, and discussing ideas weekly - many were inspired by the work of their fellow leaders and there has been collaboration and mutual support (e.g., to develop digital resources) which is unlikely to have happened to the same extent without the habit of weekly virtual meetings

At the end of the year an open webinar 'Networking Works' was held. The event was of the young leaders' own making and the fact that the title was also of their authorship is indicative of the partnership's effectiveness as a means of collaborative learning and working.



Here is a link to a film of the event:
<https://talwrn.org.uk/en/llechi-glo-a-chefn-gwlad/>

Datblygu rhaglen hyfforddiant a chymorth ddwyieithog newydd

Un o'r newidiadau a fwriedir i'r prosiect ei gyflawni yw cryfhau datblygu economaidd cymunedol yng Nghymru drwy raglen hyfforddi a chymorth ddwyieithog newydd ar gyfer arweinyddiaeth gymunedol.

“Gan weithio o ddeunydd presennol a ddatblygwyd yng Nghymru, ac addasu'r rhain, byddwn yn creu pecyn hyfforddi achrededig i arweinwyr cymunedol sy'n cynnwys addysg datblygu cymunedol, deall economïau lleol, ‘cynefin’ (amgylchedd a chynefinoedd lleol), deall prosesau a strwythurau democrataidd ac ati..; mentora; a chefnogaeth gan gymheiriaid”

Mae'r weledigaeth hon yn un radical a gyda'r potensial i fod yn gwbl ganolog i esblygu arweinyddiaeth gymunedol a datblygu economi a chymunedau sylfaenol o fewn y broses o sefydlu datganoli a democratiaeth gyfranogol yng Nghymru.

Yn ystod flwyddyn gyntaf y prosiect, cyflawnwyd sawl agwedd ar y weledigaeth hon.

Mae'r ymroddiad i gydymaddysgu wrth gydweithredu a chyd-greu yr holl bartneriaid prosiect wedi llywio'r hyfforddiant a'r cyfleoedd ymaddysgu a brofwyd gan arweinwyr dan hyfforddiant blwyddyn gyntaf y prosiect.

Bu'r arweinwyr dan hyfforddiant yn dilyn cyrsiau hyfforddiant ffurfiol a ddarperir gan asiantaethau addysg bellach (e.e., Cwrs Sylfaen Datblygu Cymunedol, Cwrs Marchnata gyda'r Cyfryngau Cymdeithasol) yn ogystal â datblygu eu sgiliau

Developing a new bilingual training and support programme

One of the changes the project intends to achieve is to strengthen community economic development in Wales through a new bilingual training and support programme for community leadership.

“Working from, and adapting, existing materials developed in Wales we will create an accredited training package for community leaders that includes community development education, understanding local economies, ‘cynefin’ (local environment and habitats) understanding democratic processes and structures etc.; mentoring; and peer to peer support”

This vision is radical and has the potential to be at the heart of evolving community leadership and developing local foundational economies and communities as part of the process of establishing devolution and participatory democracy in Wales.

During the first year of the project, several aspects of this vision were put in place.

The commitment to mutual learning, working and creativity of all the project partners has shaped the training and support the first years' trainee leaders have experienced.

The trainee leaders have undertaken several formal training courses provided by further education agencies (e.g., Foundation Course in Community Development, Social Media Marketing) as well as furthering their skills by drawing upon the expertise

drwy fanteisio ar arbenigeddau a phrofiadau eu cyd-arweinwyr dan hyfforddiant (e.e., sut i wneud blogiau a phodlediadau a'r offer sydd ei angen ar gyfer hyn).

Dechreuwyd ar y broses o ddatblygu maes llafur pwrpasol sy'n creu sylfaen wybodaeth a fframwaith damcaniaethol gadarn ar gyfer rhaglen arweinyddiaeth gymunedol Gymreig. Gwnaed hyn trwy ddarparu ystod o sesiynau cydymaddysgu a chyd-drafod yng nghyfarfodydd Zoom wythnosol y prosiect gyfan ar agweddau amrywiol sy'n cynnwys:

- deall cyd-destun rhyngwladol, seiliau ac egwyddorion datblygu cymunedol Cymreig
- deall gwerth cymdeithasol ynghyd â dulliau casglu a chofnodi'r gwerth hwnnw
- defnyddio naratif ac adrodd straeon i gasglu tystiolaeth o angen a thraweffaith
- ystyried sut mae dweud y gwir wrth rym
- ystyried sut mae cynyddu pwysigrwydd cymuned o fewn manifestos gwleidyddol
- deall incwm sylfaenol cyffredinol

Mae'r ymagwedd cyd-weithrediadol i gydymaddysgu a chyd-greu yn arloesol o ran y deinameg a sefydlwyd gan y bartneriaeth. Mae'r broses o rannu profiadau a chyd-ymaddysgu wythnosol wedi bod yn gyfle i ymddihatru oddi wrth y gweithredu a datblygu cyd-ddealltwriaeth o agweddau ar economi a chymunedau sylfaenol, datblygu cymunedol, ac arweinyddiaeth gymunedol Gymreig.

Yn ail flwyddyn y prosiect, rhagwelwn y bydd angen adolygu ac ychwanegu at gynnwys y rhaglen hyfforddi. Un agwedd, er enghraifft, na roddwyd sylw beirniadol iddo hyd yma gan y bartneriaeth yw deinameg iaith a chymuned.

Cefnogi a mentora'r arweinwyr dan hyfforddiant

Er bod rheolwyr y naw prosiect yn dod o wahanol gefndiroedd, gyda phrofiadau cymdeithasol gwahanol ac yn mynegi gwerthoedd a safbwyntiau byd-olwg ychydig yn wahanol i'w gilydd, maent yn rhannu ymagwedd gyffredin.

and experience of fellow trainee leaders (e.g., how to do blogs and podcasts and the equipment needed for this).

Initial steps have been taken in the development of a bespoke syllabus to create a sound knowledge base and robust theoretical framework for a Welsh community leadership programme. This has been done by providing a range of mutual learning and discussion sessions during the project's weekly Zoom meetings on topics which include:

- understanding the international context, foundations, and principles of Welsh community development
- understand social value and how to collect and record it
- using narrative and stories as evidence of need or impact
- exploring how to talk truth to power
- exploring how to raise the importance of community on political manifestos
- understanding universal basic income

The collaborative approach to co-learning and co-creating is innovative in terms of the dynamics established by the partnership. The weekly sharing of experiences and co-learning has provided an opportunity to step back from the doing to develop a shared understanding of aspects of the foundational economy and communities, community development, and community leadership in Wales.

In the second year of the project, we anticipate that the content of the training programme will need to be reviewed and supplemented. One aspect, that has not been critically addressed by the partnership hitherto, for example, is the dynamics of language and community.

Support and mentoring the trainee leaders

Although the managers of the nine projects come from different backgrounds, have different social experiences, and articulate slightly different values and world-views, they share a common approach.

“Mae'r prosiectau mor wahanol ond mae empathi a dealltwriaeth naturiol rhwng pawb sy'n grêt. Mae pawb yn rhannu'r deinameg 'gwaelod lan' a ti ddim ar ben dy hun”

Gwelwyd bod cysondeb yn y pwyslais a roddai rheolwyr ar gefnogi, herio a datblygu sgiliau'r arweinwyr dan hyfforddiant. Yn ystod ail flwyddyn y prosiect, byddai'n werth diffinio'r arferion cefnogi a mentora hyn a'u gwreiddiau damcaniaethol er mwyn datblygu model o arferion hyfforddi arweinwyr cymunedol yng Nghymru.

Ymddengys fod holl bartneriaid y prosiect wedi rhoi cryn bwyslais ar ddatblygu'r sgiliau hynny sy'n allweddol i fod yn arweinydd cymunedol effeithiol.

Ymhlith yr ystod o sgiliau hynny, rhagwelwn y bydd angen rhoi ystyriaeth bellach i ddeall deinameg dwyieithrwydd cymunedol a'r sgiliau o weithredu a chyd-weithredu'n ddwyieithog yn un agwedd benodol o hynny.

“The projects are so different but there is empathy and natural understanding between everyone which is great. Everyone shares a 'bottom-up' dynamic and you're not alone”

We observed that there is consistency in the emphasis managers place on supporting, challenging, and developing the skills of the trainee leaders. During the project's second year, it would be worth defining these practices of support and mentorship and their theoretical underpinnings to make explicit a model of training practices for developing community leaders in Wales.

All the project partners appear to have placed significant emphasis on developing those skills that are key to being an effective community leader.

We anticipate that further consideration will need to be given to the trainee leaders' understanding of the dynamics of community bilingualism and the skills of operating and collaborating bilingually.

Effaith cyfyngiadau symud Covid ar y gwaith / *the impact of the Covid Lockdown on the work*

Mae'n arwyddocaol fod y ferf Gymraeg 'cwrdd' dan ddylanwad Anghydfurfiaeth ar ein diwylliant (ein ffordd o fyw) wedi troi'n enw hefyd. Lawn gymaint a 'mynd i'r capel' mi fydd crynswth y ffyddloniaid yn 'mynd i'r cwrdd'. Dyma gadarnhad (pe bai angen) o bwysigrwydd y gynneddf o ddod ynghyd o fewn y ddynnameg gymdeithasol yng Nghymru.

Gosodiad amlwg a disgwylidig felly yw dweud i gyfyngiadau symud covid esgor ar draweffaith sylweddol ar y gwaith llawr gwlad.

Gosodiad llai amlwg a llai disgwylidig yw gallu dweud - ar sail tystiolaeth y prosiectau oll - i'r cyfyngiadau hefyd esgor ar draweffaith gadarnhaol.

Due to the all-pervading influence of Nonconformity on our culture (way-of-life) - the Welsh word 'cwrdd' is as much a noun as it is a verb. More often than not, the faithful go to 'y cwrdd' rather than attend a service. This semantic is an affirmation (if one was ever needed) of the importance of 'cwrdd' - coming together - within the dynamic of community in Wales.

It is stating an obvious and expected truth, therefore, to say that covid-induced restrictions have had a significant impact on the community front-line work.

A less obvious and less expected statement is - based on the testament of each project - the truth that the restrictions have also engendered positive effects.

Nid yw hynny i ddweud nad yw covid wedi ymyrryd yn sylweddol â chynlluniau gwaith a hyfforddiant y prosiectau oll – yn tarfu ar yr hawl i gywain ynghyd yn ogystal â gallu'r arweinwyr i fynd at y cyfranogwyr. Â chymaint o batrymau gwaith gyda, ac o fewn, cymunedau yn seiliedig ar gwrdd mi fu'r dileu sydyn ar y gair o eirfa ddydd-i-ddydd y diwylliant yn ergyd fawr. Ond nid yn ergyd farwol.

O sylwi ar ymarfer Llechi, Glo a Chefn Gwlad gwelir fod yr ymyrraeth hon – y tarfiad traweffeithiol hwn ar yr ecolegau cynhaliol – wedi bod yn asiant:

- rhyddhau oddi wrth gaethiwed hen gysylltiadau a phatrymau
- brys-yrant ac egni newydd
- adnabod a ffurfio canolbwynt(iau) newydd o gwestiynu, trafod a chreu
- ail-ffocysu'r synhwyrau cymdeithasol (clywed a gweld / dadansoddi a deall)
- ysgogi dychymyg / meddwl y tu hwnt i'r ffiniau arferol
- dwysáu gyriant arbrofi a mentro
- darganfod a/neu greu cyfryngau newydd - ffyrdd newydd o gwrdd; cywain a chreu a rhannu straeon; cyrraedd a chynnwys pobl.

Felly, yng nghyd-destun y bartneriaeth, ni fu covid - er yr ofnau cyntaf a'r heriau dilynol - yn ymyrraeth gatastroffig. Yn hytrach, bu'n hyrwyddwr newid; yn ysgogydd creadigol.

Yn anad dim, effaith yr ymyrraeth oedd cadarnhau priodoldeb egwyddorion sydd wrth wraidd themâu gweithredol y bartneriaeth, yn bennaf:

- ffaith ein rhyng-ddibyniaeth (ymwybyddiaeth sy'n gynneddf gynhaliol o fewn cymdeithas, cymdogaethau, a phartneriaethau ystyrllon)
- pwysigrwydd adnabod ein hanghenion ochr yn ochr â'n hadnoddau / asedau
- gallu'r gymdeithas annibynnol (nad yw mewn perthynas o ddibyniaeth o ran rheolaeth hierarchaidd neu gyllidol) i ymateb yn greadigol i'w hanghenion a'i photensial

That is not to say that covid has not significantly disrupted both the projects' work and training plans - disrupting the ability to bring people together as well as the leaders' ability to go to the participants. With so many work patterns predicated on 'cwrdd' - meeting together – the sudden removal of the word from our day-to-day cultural lexicon was a great blow. However, great as it was, it was not a death blow.

Examining Llechi, Glo a Chefn Gwlad's practice it is evident that covid - this invasive disruption to the sustaining ecologies – has in fact acted as an agency for:

- release from the bonds of established patterns and relationships
- new urgency and creative energy
- recognising and forming new foci of questioning, discussion, and creativity
- re-focussing communitarian sense organs (hearing and seeing / analysis and understanding)
- firing imaginations / blue sky thinking
- invigorating the propensity to experiment and venture
- discovering and/or creating new media – new ways of meeting; recording, creating, and sharing stories; reaching and including people.

Thus, in the context of this partnership, despite the initial fears and the subsequent challenges, covid has not been a catastrophic disruption. Rather, it has been a promoter of change; an instigator of creativity.

Above all else, the disruption's main effect has been to affirm the appropriateness of those principles that underlie the partnership's active themes, primarily:

- the fact of our interdependency (a consciousness that is a sustaining attribute within society, communities, and meaningful partnerships)
- the importance of recognising our needs alongside our inherent resources / assets
- the ability of the independent community (as opposed to a community of dependence subjugate to an external agency of hierarchical control and fiscal means) to

- mai ecoleg cymhleth, cyfoethog a byw yw cymdeithas - addysg, economi, iechyd, hanes a threftadaeth, cyfryngau celf a thechnoleg et al mewn perthynas aflonydd ac anghydfurfiol o dyndra creadigol.

Dyma grynodeb o ymatebion creadigol aelodau'r bartneriaeth yn sgil ymyrraeth covid:

- **DOVE:** creu podlediadau a ffilmiau byrion yn cofnodi a dathlu hunaniaeth a threftadaeth Banwen a'r fro.
- **Partneriaeth Ogwen:** twf Cadwyn Ogwen – marchnad ar-lein yn cysylltu cynhyrchwyr lleol a phrynwyr lleol a'u hanghenion.
- **Tir Coed:** gwranddo, dehongli ac ymateb yn strwythurol i ffrwd pryderon ac anghenion o lawr gwlad y gymdeithas amaethyddol yng Ngheredigion, Powys a de Gwynedd.
- **Ynysybwl:** cydweithio arloesol â busnesau lleol i greu gwefan i'w cynnyrch a'u gwasanaethau.
- **Tir Dewi:** creu arolwg digidol ag iddo gyrhaeddiad dwfn i ganol cymunedau amaethyddol Powys, ac yna rannau eraill o'r gogledd, er adnabod gwir anghenion ffermwyr a'u teuluoedd a'r heriau i'r broses o ehangu gallu'r gwasanaeth i'w helpu a'u cefnogi.
- **Siop Griffiths:** dwysau a physuro twf creu cysylltiadau a gweithredu digidol ar-lein er cynnal:
 - addysg ffurfiol: y bartneriaeth glos a chynhyrchiol ag ysgolion lleol, ac
 - addysg nid-ffurfiol: y berthynas greadigol â phobl ifainc o ran gwaith codio a chreu ffilmiau.
- **Cwmni Bro:** dwysau gwaith darlledu cymdeithasol (Bro-cast) yn gyfrwng i gyd-ddathlu hanes a threftadaeth gan gynnwys creu pantomeim digidol a rhyngweithiol er

respond creatively to its own needs and potential

- that community is a living, rich and bio-diverse ecology – education, economy, health, history and heritage, and technological and artistic media et al in a feral and nonconformist relationship of creative tension.

Here is a digest of partnership members' creative responses to the covid disruption:

- **DOVE:** production of podcasts and film shorts recording and celebrating Banwen's heritage and identity.
- **Partneriaeth Ogwen:** development of Cadwyn Ogwen – an on-line community marketplace linking local producers with local consumers and their needs.
- **Tir Coed:** listening, interpreting, and responding structurally to ground-level intelligence regarding the anxieties, needs and aspirations of farming communities in Ceredigion, Powys, and south Gwynedd.
- **Ynysybwl:** establishment of a pioneering collaboration with and between local businesses to create a dedicated website on behalf of their products and services.
- **Tir Dewi:** development of a digital survey to reach deep into the farming communities of Powys (subsequently to other parts of the north of Wales) to ascertain their real needs and recognise challenges to the process of enabling Tir Dewi to help and support them.
- **Siop Griffiths:** invigorated development of on-line digital networks and activity to sustain:
 - formal education: the intimate and productive relationship with local schools, and
 - non-formal education: the creative relationship with young people re. coding and film work.
- **Cwmni Bro Ffestiniog:** concentrated development of community broadcasting (Bro-cast) as a means of celebrating history and heritage as well as creating a digital and

cyd-drafod anghenion, dyheadau a blaenoriaethau'r gymdogaeth.

- **Appening Rhondda / Pobl a Gwaith:** sefydlu sianel YouTube i ddatgloi a rhannu adnoddau creadigrwydd digidol ag ysgolion a grwpiau cymdeithasol a defnyddio llwyfannau rhithiol cyhoeddus (e.e. Digifest / Girls-in-Tech) i feithrin medrau a hyder ymysg cynulleidfaoedd newydd.
- **Credu:** dysgu medrau digidol newydd (blogio / cynnal gwefan / defnyddio cyfryngau cymdeithasol) ynghyd ag arbrofi a datblygu medrau mynegi, cynllunio a rhannu profiad gofawyr â gofawyr eraill a chyflwyno i asiantaethau cefnogol dystiolaeth uniongyrchol o angen y gofawyr yn eu cartrefi a'u cymunedau er ysgogi ynddynt newid o ran ymagwedd, dealltwriaeth a phenderfynu.
- **Partneriaeth Llechi, Glo a Chefn Gwlad:** cynnal sesiynau ar-lein wythnosol er cydymaddysgu drwy gyd-gwestiynu, cyd-drafod a chyd-hyfforddi sydd yn esblygu'n rhwydwaith effeithiol er rhannu profiadau, gwybodaeth, ymarfer da a chefnogaeth.

Yn yr ymatebion creadigol uchod mi fu'r arweinwyr dan hyfforddiant ar flaen y gad. Uwchben yr her o agor pennod newydd o ran eu gyrfya bu raid iddynt ymdopi'n sydyn â thraweffaith yr ymyrraeth - tarfiad a allai fod wedi profi'n llwyr gatastroffig i'w hyfforddiant a'u cyflogaeth.

Os bu i'r draweffaith esgor ar gyfnod o ddwys-greadigrwydd bu hefyd yn fodd i ddwys-gyflwyno'r hyfforddedigion i'r ddynamegau o dyndra sydd yn gynhenid i'r broses nid hawdd o gynnal a chreu cymdeithas.

Enghreifftiol o'r tyndra hwn oedd anhawster un arweinydd (Partneriaeth Ogwen) i ddygymod â gweithio heb gwmni cyd-weithwyr y swyddfa (gynt) o'i chwmpas – yn enwedig wrth geisio ymdopi ag elfennau negyddol o fewn y gymdeithas.

inter-active pantomime as a collaborative exploration of the community's needs, aspirations, and priorities.

- **Appening Rhondda / People and Work:** establishment of YouTube channel to unlock and share creative digital resources with schools and community groups and the use of public virtual platforms (e.g., Digifest / Girls-in-Tech) to nurture skills and confidence in new audiences
- **Credu:** the learning of new digital skills (blogging / website management / using social media) as well as experimenting with and developing presentational skills to facilitate inter-sharing of needs and experiences between the carers themselves and to better inform attitudes, understanding and decision-making within support agencies.
- **Llechi, Glo a Chefn Gwlad Partnership:** holding weekly, on-line sessions that facilitate a holistic on-going process of collaborative learning through collaborative questioning, discourse, and training that has evolved to be a network of sharing experiences, know-how, good practice, and support.

The partnership's trainee community leaders have been at the forefront of the above creative responses. Over and above the challenge of commencing a new chapter in their career development they were suddenly confronted with the disruptive impact of covid – a disruption that could well have had a truly catastrophic effect on their training and employment.

If the impact led to a period of intensified creativity it was also an intensified introduction to the dynamics of tension that are inherent to the process of sustaining and creating community.

Symptomatic of these tensions was the self-professed difficulty one trainee leader (Partneriaeth Ogwen) experienced in adapting to working at home without the sustaining company of co-workers within the same working space - particularly so when trying to cope with negative responses from within the community itself.

O ran arweinydd arall (Tir Dewi) ychwanegwyd at yr her sylweddol o newid y dulliau cysylltu a gweithredu gan wendid y gwasanaeth band llydan yng nghefn gwlad y gorllewin – gwendid a effeithiodd hefyd ar ei gallu i fanteisio'n llawn ar gydymaddysgu wythnosol y bartneriaeth.

Yn Nhir Coed, oherwydd natur penodol y gwaith bu raid i'r prosiect osod yr arweinydd o fewn y drefn ffyrlo hyd at ddiwedd mis Awst. Nodwyd eisoes i grynsyth yr hyfforddedigion brofi drawsnewidiad o gyflwr adweithiol a goddefol i fod yn rhagweithiol a chreadigol. Mae'n amlwg i ymyrraeth covid fod yn frys-yriant i'r broses hon. Wrth ymuno â'r prosiect yr oedd arweinydd Tir Coed – yn sgil ei hymarfer ei hunan - eisoes yn weithredwraig ragweithiol a chreadigol. Yr hyn y bu i'r argyfwng ddwysáu ynddi oedd ei hymwybyddiaeth o'r angen diriaethol dwys sy'n bodoli o fewn y gymdeithas amaethyddol yng Ngheredigion, Powys a de Gwynedd.

Ym mhaxis cynnal a chreu cymdeithas y mae'r gynneddf (esgatolegol, braidd) o weithredu mewn tyndra parhaus â'r angen i ymddihatu er pwyso a mesur, cwestiynu, dadansoddi a deall. Wedi ailymuno â'r prosiect yn yr hydref, ni welodd yr arweinydd fod modd tafoli'r naill dyndra a'r llall. O'i phersbectif llawr gwlad hi ar y sefyllfa anghenus sydd ohoni, ni fedrai gyfiawnhau unrhyw oedi rhag gweithredu.

Mae'r penderfyniad hwnnw o hygredd yn un i'w barchu. Mae e hefyd yn un i sylwi arno o ran dwysedd yr argyfwng o angen (yn ogystal â chyfleoedd o botensial) mae'r arweinydd yma yn ymateb mor ymroddgar iddo.

Er hynny, y mae peryglon y tyndra yn fodd i aelodau'r bartneriaeth - yn fentoriaid ac yn arweinwyr dan hyfforddiant - werthfawrogi o'r newydd pa mor hanfodol bwysig yw gwreiddio'r broses o sylwi, cwestiynu, pwyso a mesur yr un mor ddwfn yn amgylchfyd y praxis â'r gynneddf gynhenid i weithio a chyflawni.

At Tir Dewi, the leader's challenge of having to develop a new way of reaching and gathering essential intelligence was intensified by the inadequacy of broad band services in the rural communities of west Wales – an inadequacy that also impacted on her ability to take full advantage of the partnership's weekly sessions of collaborative learning.

At Tir Coed, the particular context of work meant that the leader was furloughed until the end of August. It has already been noted that most of the trainee leaders experienced a transformation from a reactive and passive mindset to one that is proactive and creative. It is obvious that the impact of covid led to an intensification of this progression. On becoming a trainee leader, Tir Coed's leader – through her historic practice - had already made that essential transition. What the crisis intensified in her was her understanding of the tangible needs deep-seated within the farming communities of Ceredigion, Powys, and south Gwynedd.

In the praxis that is community sustainability and development the (almost eschatological) instinct to act is in a state of permanent tension with the need to pause and detach in order to form an objective, in-the-moment, overview. Having re-joined the project this trainee leader saw the challenge of balancing these tensions as being unsustainable. From her ground-level perspective of the crisis of need, any time not directly spent in action could not be justified.

That decision of integrity is to be respected. It is also to be taken note of in that it strongly underlines the depth of need (as well as foci of potential) that this trainee leader is responding to with such commitment.

However, the root tension should also be a means for partnership members – mentors and trainee leaders alike – to fully appreciate the essential importance of implanting the process of detachment, review, and overview with the same level of rootedness as the propulsion to act and fulfil within the ecology and praxis of foundational communities.

Y meddwl cychwynol a sut y mae hynny'n datblygu / *initial thinking and how that is evolving*

Beth yw partneriaeth? I awdurdodau ac asiantaethau hierarchaidd (canol ac ymyl / brig a godre) mae'n lledneisair cyfleus parthed perthynas anghydradd a chyfyngedig ei hymroddiad i brosesau cyd-drafod, cyd-benderfynu a chyd-weithredu.

O'r cychwyn y mae Llechi, Glo a Chefn Gwlad wedi ffurfio a meithrin partneriaeth ystyrllon: partneriaeth sy'n gydradd o ran ymrwymiad y partneriaid oll, eu hawl a'u gallu i gyd-gyfrannu at y drafodaeth sydd ohoni a chyd-gyfranogi yn y broses o wneud penderfyniadau a gweithredu. Nid oes, felly, na dryswch na thyndra o ran canolbwynt ac atebolrwydd yn llethu'r bartneriaeth. Er amrywiaeth eang y cyd-destunau daearyddol, hanesyddol a gweithredol maent oll yn gweithio tuag at yr un nod: y Lles Cymdeithasol.

Yn greiddiol i'r undod ganolog hon y mae adnabyddiaeth y partneriaid oll ar bwysigrwydd a photensial cymuned a lle.

Megis cymdeithas, bod cyfoethog-gymhleth yw'r bartneriaeth. Yng ngeiriau'r darpar arweinwyr eu hunain, mae'n 'gymuned o gymunedau'. O fewn cylch cwmpasog yr egalitariaeth fawr hon y mae cylchoedd o fewn cylchoedd o fewn cylchoedd o angen ac egni a rhwystredigaeth a deialog a dadlau a siom; cylchoedd dyfalbarhad, dyhead a dychymyg. Dyma biosffer cyd-gynaliadwyaeth. Cartref cydymaddysgu. Cynefin y gymdeithas gyd-greadigol.

O fewn y cyd-destun hwn y mae cyd-gwestiynu, cyd-rannu a chyd-greu yn batrwm normatif. Nid enghreifftiau o weithredu arbrofol neu flaengar mohonynt. Dyma'r ymagweddau actif sydd wedi cynysgaeddu'r Gymru sydd ohoni â dymeg y gymdeithas gyd-ofalgar a chyd-ddyrchafol.

Yr hyn sy'n arbrofol ac yn flaengar yw'r nod i ddyrchafu'r praxis an-hierarchaidd ac anghanoledig hwn yn weithredu normatif o fewn disgwrs ac ymarfer Datblygu Cymunedol yng Nghymru.

Mae'r ymroddiad i'r egwyddor fod pob trafod yn gyd-drafod a phob cwestiynu yn gyd-gwestiynu yn ymroddiad i gydymaddysgu. Mae 'cydymaddysgu' yn cynnwys pawb yn ddi-wahân, boed yn rheolwr yn

What is partnership? For hierarchical authorities and agencies (centre and periphery / top to bottom) 'partnership' is a convenient euphemism for an unequal relationship of limited commitment to fully collaborative discussion, decision-making and implementation.

From the outset, Llechi, Glo a Chefn Gwlad has formed and fostered a meaningful partnership: a partnership that is equal in terms of the commitment of all partners, their right and ability to contribute to the on-going debate and co-participate in decision-making and implementation. There is, therefore, no confusion or tension in focus and accountability that restricts the partnership. Despite their widely differing geographical, historical and operational contexts they all work towards the same goal: the Common Good.

At the heart of this central unity is each and every partner's recognition of the importance and potential of community and place.

Like society, the partnership is rich and complex. In the words of the aspiring leaders themselves, it is a 'community of communities'. Within the ambient circle of this grand egalitarianism are circles within circles of need and energy and frustration and dialogue and debate and disappointment; circles of perseverance, aspiration and imagination. They constitute a co-sustainable biosphere. A shared learning home. A habitat of shared creativity.

Within this context the act of questioning, sharing and creating as one is normative. They are not, as such, examples of explorative or innovative approaches. For these are the active elements at the heart of the mutually caring and collectively aspiring society that is Wales' heritage.

What is exploratory and innovative is the aim of establishing this non-hierarchical and non-centric praxis as a normative approach and action within Wales' Community Development discourse and practice.

The commitment to the principle that every discussion is collaborative and all questioning collective is a commitment to 'cydymaddysgu': teaching and learning together. Cydymaddysgu

fentor yn werthuswr neu'n ddarpar arweinydd. O fewn y bartneriaeth, prif gyfryngau'r dysgu a'r hyfforddi yw:

- y berthynas cefnogi a mentora barhaus
- osmosis y dysgu-wrth-weithio a'r cyd-ddysgu wrth gydweithio
- y cyrsiau a'r seminarau hyfforddi
- y sgysiau a'r sesiynau cyd-sylwi, cyd-fyfyrio a chyd-ddadansoddi.

Drwy gyd-blethiad naturiol, cyson a chynhwysol y cyfryngau anffurfiol a ffurfiol hyn y mae'r bartneriaeth wedi sefydlu rhwydwaith cydymaddysgol sy'n adnabod - yng nghyd-destun, ac ar sail, cymuned a lle - bwysigrwydd a photensial:

- cymuned a lle
- yr economi sylfaenol a chynladwyedd
- buddsoddi yn natblygiad sgiliau perthnasol.

Dyma brif ganolbwyntiau y broses o gwestiynu ac ymchwilio y mae'r bartneriaeth wedi dechrau ei chyflawni. Drwy gyfrwng y tri chwydd-wydr hyn y mae canfod anghenion a photensial ecoleg cynhaliol cymdogaeth a chymdeithas. Ar lawr gwlad y prosiectau mae'r cydweithredu ar sail y cydymaddysgu eisoes wedi dechrau gwneud dirgelion anweledig gynt y cynefinoedd byw yn weladwy.

Dyma wyddoniaeth newydd. Ochr yn ochr â chelfyddyd y meddwl creadigol - celfyddyd y cwestiynu eofn, eangfrydig, dychmygus - mae'n meddu ar y gallu i gynnig i'r genedl hon o gymunedau - ei chynllunwyr economi, addysg, iechyd, iaith ac ati - fframwaith dwfn ei seiliau o dystiolaeth empirig yn ogystal â damcaniaeth - fframwaith y 'norm newydd' y mae darpar arweinwyr y bartneriaeth eisoes yn genhadon iddi.

Mesur ar lwyddiant partneriaeth Llechi, Glo a Chefn Gwlad yw'r cwestiynau pellach y mae'r flwyddyn gyntaf o gwestiynu wedi'u hamlygu (gweler isod). Gyda'r pwysicaf o'r cwestiynau hynny fydd sut i gofnodi, tafoli a dehongli ymdrech, effaith a gwerthoedd o fewn holl gylchoedd y cydweithredu a chydymaddysgu. O wreiddio'r broses o gywain y dystiolaeth empirig o fewn methodoleg ddydd-i-

includes everyone: managers, mentors, evaluators and trainee leaders; all, without exception. Within the partnership, the main teaching, training and learning media are:

- the on-going relationship of mentoring and support
- the osmosis of work-based learning and of collaborative learning within a context of collaborative working.
- the training courses and seminars
- the collaborative sessions of perception, thought and analysis.

By means of the natural, regular and inclusive weave of these informal and formal media the partnership has established a network of collaborative teaching and learning that recognises – in the context, and on the basis, of community and place – the importance and potential of:

- community and place
- the foundational economy and sustainability
- investing in the development of relevant skills.

These are the main foci of questioning and research the partnership has started to address. Through these three lenses can be seen the needs and potential of the sustainable ecology that is community and society. At ground level, the 'cydymaddysgu' based co-working has already begun to make some of these living habitats' hidden mysteries visible.

This is a new science. In tandem with the art of the creative mind – the craft of questioning boldly, openly and imaginatively – it has the potential to offer this nation of communities – its economic, educational, health and language planners (etc.) - a framework built on a solid base of empiric evidence as well as theory. This framework will constitute the 'new norm' that the partnership's trainee leaders already profess with enthusiasm.

A measure of the Llechi, Glo a Chefn Gwlad partnership's success is the fact that the questions tackled during the first year have engendered more questions to be answered (see below). Foremost to be addressed will be how to record, measure and analyse the actions and values within all those interlocking circles of co-operative working and collaborative learning. By planting the necessary

ddydd y praxis mi fydd yr uchelgais canolog o droi cenhadaeth leol y 'norm newydd' yn genhadaeth iwniferal yn uchelgais byw.

process of collating and interpreting empiric evidence firmly within the day-to-day methodology of praxis the central ambition of elevating the 'new norm' from local to universal status is there to be realised.

Cwestiynau i ysgogi'r ddeinameg cydymaddysgu yn ystod yr ail flwyddyn / *Questions to stimulate the collaborative learning dynamics during the second year*

Rydym yn cloi ein hadroddiad trwy gyflwyno'r cwestiynau dilynol i ysgogi'r ddeinameg cydymaddysgu barhaus yn ystod yr ail flwyddyn:

- Sut mae adnabod, diffinio a chrynhai arferion y mentoriaid unigol o ran cefnogi, herio a datblygu'r arweinyddion dan hyfforddiant?
- Sut gall y bartneriaeth sicrhau fod llif cydymaddysgol y flwyddyn gyntaf yn parhau'n ffrwd ddi-dor i'r ail?
- Sut mae llawn adnabod potensial creadigol dwyieithrwydd a'i roi ar waith ar draws holl gylchoedd gweithredu'r bartneriaeth?
- Sut mae tyfu o fewn y bartneriaeth yr awydd a'r gallu i 'ddarlledu' (rhannu'n eang) rhagoriaethau'r 'norm newydd' gan gyfathrebu'n effeithiol a llawr gwlad y gweithredu ar y naill law ac awdurdodau a chorfforaethau y drefn sefydliadol ar y llall?
- Sut gellid ymestyn eto fyth egni creadigol a dychymyg yr holl bartneriaid i ddatblygu dulliau cydweithredu sy'n cyrraedd a hwyluso cyfranogiad ystod ehangach o bobl?
- Sut mae defnyddio'r cyd-destunau amrywiol o fewn y bartneriaeth i ddyfnhau'n dealltwriaeth o gymuned ac hanfodion yr ecoleg cymdeithasol-economaidd?
- Sut mae gwreiddio o fewn y bartneriaeth broses gyson o sylwi, cwestiynu a deall yn ogystal a phwyso, mesur a chofnodi?

We close our report by offering the following questions to stimulate the continuing collaborative learning dynamics during the second year:

- How to recognise, define and collate the individual mentors' practice in relation to supporting, challenging and developing the trainee leaders?
- How can the partnership ensure that the momentum of collaborative learning continues as an uninterrupted flow from the first year to the second?
- How can the creative potential of bilingualism be fully recognised and put to work across all of the partnership's areas of activity?
- How can the partnership grow the propensity and capacity to 'broadcast' (share widely) key features of the 'new norm' - communicating effectively both within the communities themselves and with authorities and corporate bodies constituent of the established norm?
- Across all partnerships, how can processes of collaboration be creatively extended and re-imagined in order to reach and facilitate the participation of a wider range of people than achieved hitherto?
- How can the variety of contexts within the partnership be used to deepen understanding of community and its socio-economic ecology?
- Within the partnership, how can a regular process of observing, questioning and understanding be embedded alongside measuring and recording?