

LINKAGES: Collaborative Roles in Reunification & Economic Stability



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Agenda

- Overview & Orientation
- Treasure Hunt
- Who Am I?
- TEAM vs Interdisciplinary Stages
- “Yours, Mine & Ours”
- “Please hear me...”
- Meeting “Jackie”
- Preview: “Getting to Yes!”
- 7 Keys to Effective Teamwork
- Practice makes.....
- Adjourn



Learning Objectives

- *Knowledge*
- *Values*
- *Skills*

- Page 2

- What's YOUR most important goal?



Today's "Tools"

- Manual/Workbook
- Toys*
- Children's Books*
- Treasure Hunt
- Learning Journals

**go home with Peter*



Adults....



- Learn with their EYES
- Learn with their EARS
- Learn with their HANDS
- Need to know how things apply to practice



Learning Journals...

- TOOT!
- Your thoughts, ideas, questions
- Perfect grammatically
correct English
NOT required!



Hunting 4:



- Ask colleagues to review your Treasure Hunt
- They may initial ONE statement that applies to them-- on your paper
- “Hunt for” 7 different initials from colleagues **SEATED AT A DIFFERENT TABLE**
- Initialed lines don’t need to match those that apply to you
- You oblige others in the same manner
- **FIVE MINUTES!**

Treasure Hunt

- With your TH's, form two parallel lines
- Each line faces the other line
- When a statement is read, take a step forward if it applies to you
- Observe
- Take step back



Who am I-- as an individual?

- Cultural Identity Profile



Cultural Identity

- What skills & strengths do I bring to collaboration as a result of my cultural identity?

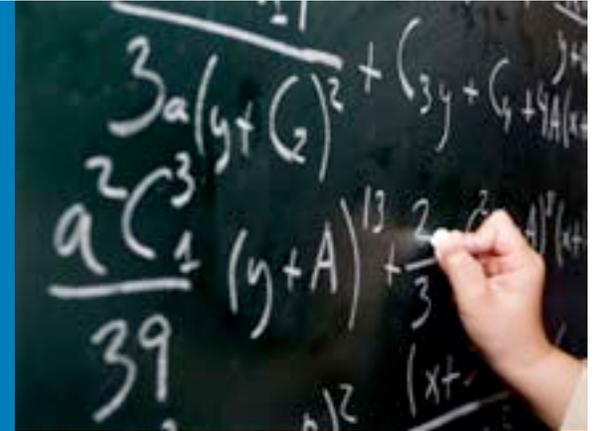


Journaling



- *What are 2-3 steps that I can take to maintain or improve some of these collaboration skills or strengths?*
- *What did I learn from my colleagues that can assist me in my collaboration efforts?*

Models



- Inclusion-Control-Openness
- Flight-Fight-Unite
- Forming-Storming-Norming-Performing
- Immature-Fractionated-Sharing-Effective
- Getting Started-Going in Circles- Getting on Course- Full Speed Ahead
- Confusion-LeaderCentric-Tightly Formed-SelfDirected

Model

- Tentative
- Emerging
- Advanced
- Mature



Model

- Tentative
- Emerging
- Advanced
- Mature

Self-Assess p 8



Model

- Tentative
- Emerging
- Advanced
- Mature

Self-Assess p 8

Score p 31



Journaling

- Where IS my team?
- How comfortable do I feel in this stage of team development?



Zuskin's Five Steps to Interdisciplinary Collaboration

- “Leave us alone”
- “Getting Ready... So what do YOU do?”
- “Okay, let's work together”
- Camera! Lights! Action!
- De-Integration



Zuskin's Five Steps to Interdisciplinary Collaboration

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Table groups assigned ONE stage to “teach” 3-5 key points about their stage. What to expect? Challenges? Write out on flipchart paper.

Processing the PROCESS

- What elements of team problem-solving did you just use?
- Were any based on those skills you brought with you as part of your cultural identity?



Journaling

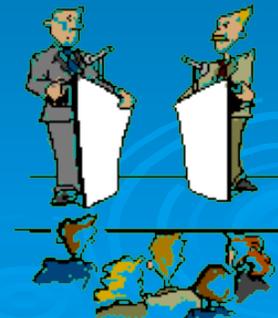
➤ Consider an interdisciplinary team of which you are part:

- *In which stage is my team?*
- *What is my individual role in moving my team forward?*
- *What 2-3 steps can I take when I return to my job to affect this?*



Why Collaboration?

- Teaming supports shared decision-making
- Teaming is a focus of strength-based family-centered practice
- Teaming increases client engagement which results in better outcomes
- Teaming minimizes duplication of services



Collaboration

- How do you define it?
- Discuss as a table group



Collaboration: Define it!

5

7

5



Collaboration

➤ HAIKU

- 3 lines
- 5 syllables
- 7 syllables
- 5 syllables



Collaboration

- “act of working together”
- recognizes the value of the players
- goal is to strengthen service provision
 - *active listening*
 - *asking informed questions*
 - *mutual respect*
 - *two way communication*
 - *plan of action*
 - *task assignment*
 - *accountability*



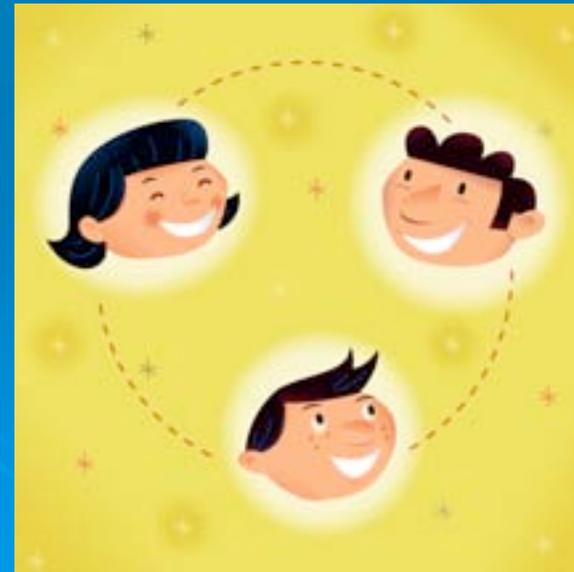
Journal

- Write down the haiku that helps you (the most) to define collaboration.
- Record another in your journal if time allows.
- Consider sharing this with your staff!



Yours, Mine and Ours

- Child Welfare Workers
- Supervisors & Managers
- Economic Stability/Self-Sufficiency workers



Yours, Mine & Ours

What are OUR goals?	

Yours, Mine & Ours

What are OUR goals?

What challenges do we have in achieving our goals?

Yours, Mine & Ours

What are OUR goals?

What challenges do “we” have in achieving our goals?

What do we need to overcome these challenges?

Yours, Mine & Ours

What are OUR goals?

What challenges do we have in achieving our goals?

What do we need to overcome these challenges?

What symbol or picture represents our goals?

Yours, Mine & Ours

- What are the differences?
- What are the commonalities?



Journaling

- What can I do in my specific role to support the overall goal of this pilot partnership?
- What resources do I need in order to be successful?



Small Group Discussions

- Prepare to respond--- or listen!



Small Group Discussions

- What is the job of a child welfare worker and how do CWW see themselves?



Small Group Discussions

- What is the role of the Economic Stability Worker and how do they see themselves?



Small Group Discussions

- What is the role of the SUPERVISOR and how do they see themselves?



Small Group Discussions

- For ALL:
- What does real teamwork look like in this project?
- What are some examples of good teamwork experiences that you've had?
- What resources/skills are necessary?
- What can I do to get these resources?



Journaling....

- What are the two most important things I just learned from my colleagues about their needs in collaborating?
- How does this knowledge help me in my job in this project?



Introducing Jackie p 29

- How could I be part of a successful team to help this family be successful?
- What would the benefits be to this family?
- What would the challenges or barriers be?
- What would WE (the team) need to be successful at reaching the family's outcomes?



One Model of Collaboration: “Getting to Yes”

- Separate the people from the problem
- Interests vs Positions
- Generating Options
- Results based on objective criteria



Getting to Yes

➤ Small groups

- Assigned one part
- Convince the rest of us that your step is the most important part!
- Consider challenges
- Ways in which step CAN occur
- Advantages to implementing this

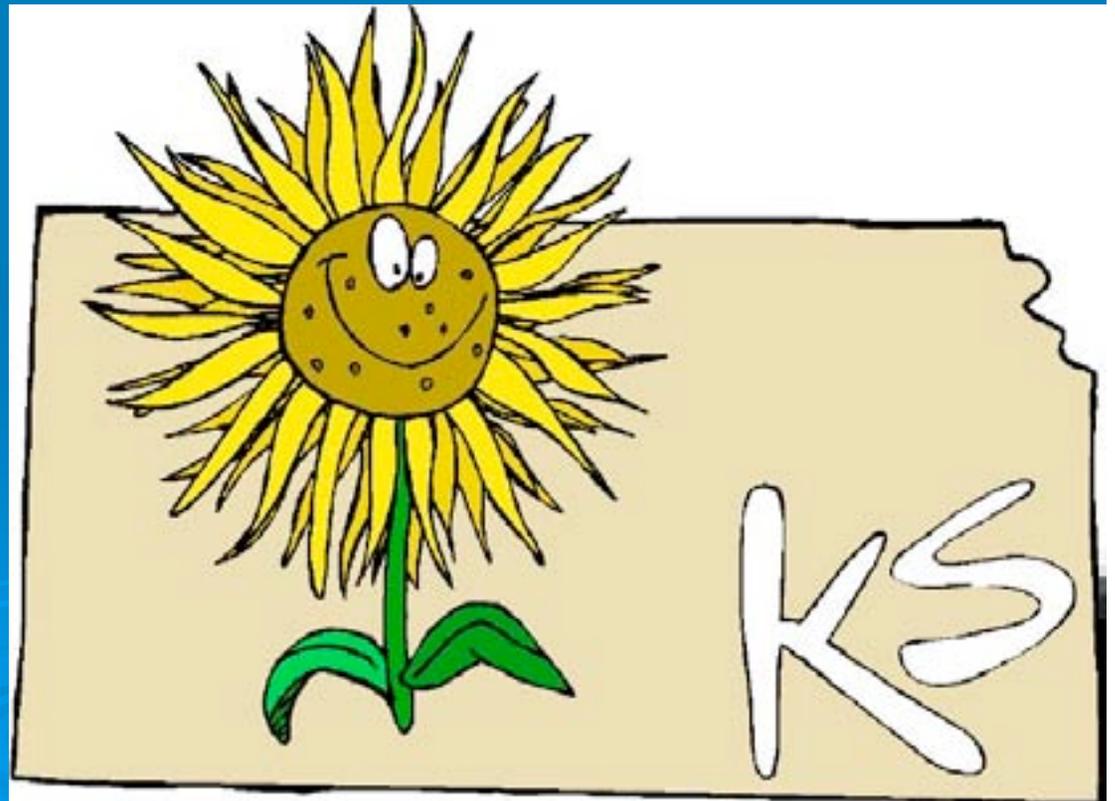
Consider a diverse team...

- Brought together by a little girl



Consider a diverse team...

- Brought together by a little girl
 - She's from Kansas





Seven Keys to Effective Teamwork



- Clearly stated objective
- Small successes reinforce
- Diverse objectives, common purpose
- Common goal benefits all
- Mutually supportive
- Adversity strengthens
- Recognize real & symbolic needs

Elements of Team Problem-Solving

- Communication
- Relationship
- Leadership
- Follow-through
- Direct feedback
- Mutual respect
- Problem identification
- Forward momentum
- Plan of Action



Team Problem-Solving: Practice

- Complete page 36 individually



Team Problem-Solving: Practice

- Complete page 36 individually
- Go to instructions, part 2, to reach a consensus on 1-15 ranking for the group



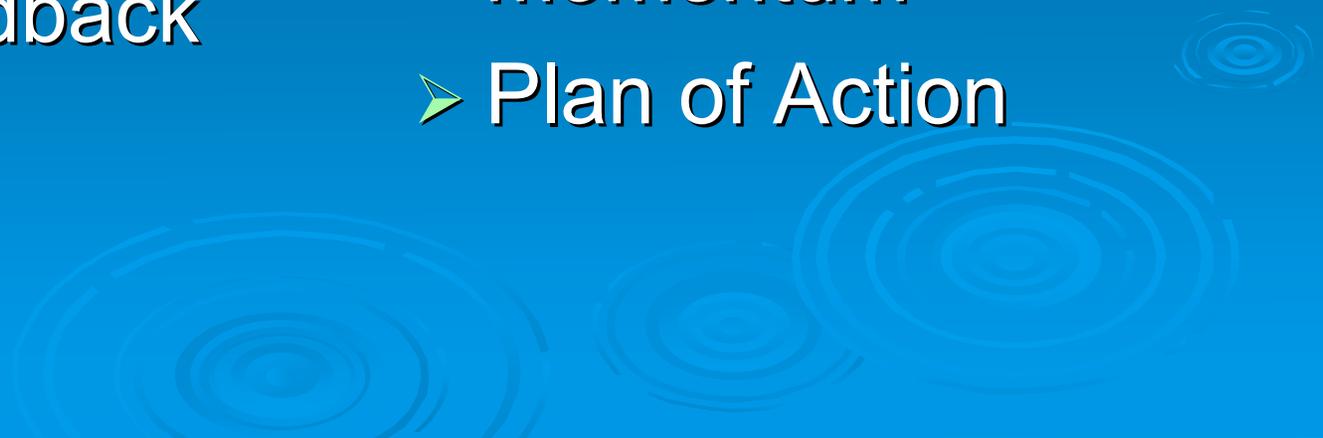
Team Problem-Solving Debrief

- How successful were you?
- How did you determine the success?
- What elements did you use?
 - Easy?
 - Difficult?
- How can you adapt this to the workplace?

Team Problem-Solving

- OBJECTIVE: As one large group, form one circle in ascending order of the last four digits of each person's work phone number
- -0000 should be next to -9999
- USE the elements of team problem-solving
- Inform Peter when you have reached your objective

Elements of Team Problem-Solving

- Communication
 - Relationship
 - Leadership
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 - Mutual respect
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- 

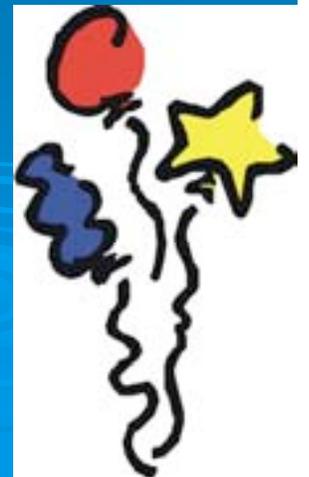
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Collaboration-In-Action: The Birthday Circle

- No further talking/whispering is allowed
- You may not pick up anything with your hands from this point onward
- As a group form a circle in chronological order of the birthdays of the participants (month & days—not year-of-birth!)
- “Decembers” should be next to “Januarys”



Team Problem-Solving Debrief

- How successful were you?
- How did you determine the success?
- What elements did you use?
 - Easy?
 - Difficult?
- How can you adapt this to the workplace?

“Open Evaluation” and Feedback

➤ +++++PLUS

- Content that was helpful
- Processes that assisted in your learning
- Overall strengths



➤ ΔΔΔΔDELTA

- “Could be better”
- Processes that could be improved
- Overall improvement areas



Transferring YOUR Learning

- Review today's experience
- Choose something to “experiment” with at your job
- Prepare to stand and publicly proclaim this!



Back at the workplace, I will...

- Try out...
- Experiment with...
- Do...
- Stop doing....
- Practice...



Thank you for your active
participation!

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