

organized in hierarchy: authority, answers decision, mission are "up" away from people

- organization is flat
- teams form around individuals ("Team Tina", "Team Jeremy")
- people, family members, other citizens are team members
- every employee does direct support
- people hired for individual team
- teams have authority to decide
- feed back, voice is key to team function
 - team fosters reciprocity
 - getting each other's backs (e.g. staff responsible for replacing selves on schedule)
 - everyone is challenged to grow

staff are "caregivers" -do just what's in the job description

- team draws out & encourages every member's gifts & encourages selflessness
- person-centered plans are for everyone
- decision making is shared
- creative action comes from all team members mindfulness of the teams mission
- team member initiative is expected

staff maintain "professional" distance

- we are a team
- we all give of ourselves
- we respect vulnerability
- we build real relationships that support the development of new relationships

safety is in staff & distance from others

- safety is in caring relationships & in knowing your neighbors & connecting with their gifts

our job is to take care of people

- our job is to support people to create relationships that will increase people's interdependency & work us out of our job

neighborhood & community don't matter

- connections in neighborhood & community are the heart of our work
- it begins with each of us in our neighborhood

DESIGN FOR SUSTAINABILITY

Mission & Vision ~~Power to decide~~
Person at bottom

Person in charge
Mission & Vision
Power to decide

- 31 people, 31 teams
- individualized supports
- person directs, team supports

INTENSIVE DISCOVERY
Person-centered planning
Liberty Plans

GIFTS
Head-Heart-Hands

CONNECTIVITY TOOL
Values: What I will take a stand for

Follow the person's lead

KNOW ONE ANOTHER MORE DEEPLY

BRING GIFTS TO THE TEAM & INTO SUPPORTING NEW RELATIONSHIPS IN COMMUNITY

ASK THE NEXT BEST QUESTION

Work through conflicts & problems together, honoring our differences

Leadership is **not** knowing the answer. It is sitting with people to figure it out

It's OK to be in love with this work!

love

fear

flip the script

INTENSE CURIOSITY

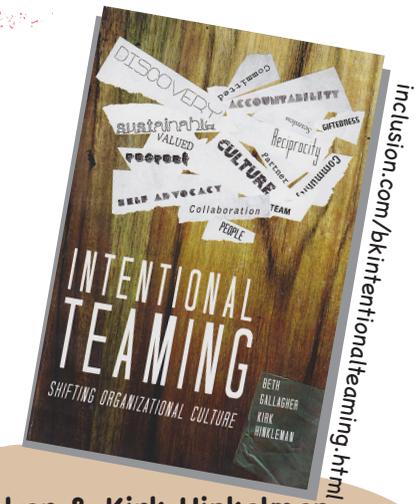
Why do we keep doing things that don't work?

What is the **script** that we are living; the limiting narrative & language that we are caught inside?

How can we intentionally **flip** that script and find another way?

MIND THE INTEGRITY GAP

Notice where we are not fully living what we value & take action to close the gap



inclusion.com/bkintentionalteaming.html

Beth Gallagher & Kirk Hinkelman
Intentional Teaming

24-28 February 2014
Madison • Shawano • Rhinelander

Notes: John O'Brien



What the professionals knew for sure

Team Tim

What the person & team have accomplished

"multiple disabilities"
"mind of a 5 year old"
24/7 support

married to Jamie
employed at Camp Pendleton
8 hours support/week

I thought I knew her so well that we didn't really need to plan. I was so wrong.

Team Tami

"autistic"
"poor communication"
"very rigid"

public speaker
self advocate
sushi connoisseur