

Leading Together: Convening of Family-Led and Family-Supporting Organizations

Family Leadership Competencies/Values Workgroup Thursday, November 3, 2016

Reminder: Supporting materials from *Leading Together* can be found on the Wisconsin Medical Home Initiative Website: www.wismhi.org/wismhi/About-Us/System-Integration/Family-Leadership-Team

Participants: Lori Albers, Evelyn Cruz, Connie Dunlap, Brigit Frank, Joe Hameister, Lynn Hrabik, Barbara Katz, Susan Latton, Robin Mathea, Leslie McAllister, Julia Stavran, Joann Stephens, Cheri Sylla,

Question 1: What is our Vision for the outcomes of this work?

What are we talking about when we talk about competencies?

- Julia Stavran: when we first began this work, we talked about how we find family leaders? Is there an assessment process? Can we identify those skills? I think there is also room to build competencies in organizations.
- Cheri Sylla: we like to think about leadership as on a continuum. Each parent has a capacity to be a leader in something. *WSPEI has a District Parent Liaison Program where we have developed competencies.* We have been talking about revising them, so this work fits very well. Also *Serving on Groups has a nice piece on competencies.* Also really loved the *Annie Casey* materials that were shared.
- Barbara Katz: Others good resources are a *Missouri Family Leader Core Competencies, Eileen Forlenza materials, MCH LEND Competencies.*

ACTION ITEM: Put together an inventory of resources and a couple people could review and summarize these for the group.

- Connie Dunlap: *Working on competencies for both organizations and families with WI Child Abuse and Prev.* I could bring these back.
- Connie Stevens: I'd be willing to help review and have resources to share.
- Leslie McAllister: It would be helpful to outreach to the *Children's Trust Fund*, who is doing some work in this area. Also the *Head Start Competencies* are a good resource.
- Evelyn Cruz: At MCH we are using the Head Start tool for our Assessment. But I also liked the Annie Casey tool, because of the way it integrates health equity.
- Leslie McAllister: The that may be helpful for us to look at.
- Barbara Katz: Let's revisit and discuss the difference between the terms of family engagement and family leadership. We discussed this early on at the Planning Team and Resource Workgroups.
- Joann Stephens: I think the idea of competencies in those areas go hand in hand. But I like the idea of focusing on Leadership competencies.
- Connie Dunlap: It is also a continuum for agencies.
- Leslie McAllister: Like the Leadership focus.

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- Cheri Sylla: I think we need to focus on family skills and then matching them to opportunities. And I think Coaching has to be a key component.

Consensus: focus on family leadership competencies for individuals and for organizations.

Question 2: Reviewing the World Café Summary for recommendations and what's missing.

- Connie Stevens: coaching, technology, equity
- Leslie McAllister: One of the outcomes we identified in our Parent Ambassador Program was their capacity for boundary-setting. The ability to assess expectations of an organization and whether it was a good match. The family leaders were able to say 'No'.
- Joann Stephans: At **Office of Children's Mental Health we developed clear job descriptions for our family leaders.**
- Leslie McAllister: We discuss the terms code-switching and boundary-spanning and the experience of families who operate as leaders and then can the experience mistrust in their community. It can become isolating. How do we help families do a power analysis? And have the ability to say 'no'.
- Barbara Katz: At our family leadership training, WIFLI, we included content on power-analysis.
- Susan Latton: Barbara Stroud covers this in her talk and materials.
- Connie Stevens: Does the leader feel they can no longer represent the challenges of her own family?
- Barbara: The emotional impact needs to be recognized and addressed.
- Cheri Sylla: When you are a 'parent representative' you have to think how can you speak on behalf of others. In our work with those family leaders, we talk about different ways to gather input, such as focus groups or surveys. These strategies are covered in "**Serving on Groups**". You want them to have the capacity to represent others and ability to clarify their limitations.

Q #3: Is competencies the word we want to use?

- Julia Stavran: I am ok with it as long as it is defined in simple terms – abilities and skills
- Joann Stephans: Agree. We use skills and abilities, could use all three terms
- Cheri Sylla: I love abilities. We also use competencies
- Connie Stevens: Standards of family Leadership skills
- Lori Albers: Skills and abilities is better
- Julia Stavran: agreed
- Robin Mathea: I wouldn't want people to be intimidated by a list of competencies
- Connie: B-3 uses ?
- Barbara: a toolkit of words – interchangeable language

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- Robin: I like a continuum vs. a trajectory
- Leslie McAllister: Ability is innate and natural, Skills are gained. Also I like the term 'practice' as in yoga practice, expressing on-going learning

ACTION ITEM: Please send to send Joann (Joann.Stephens@dhs.wisconsin.gov, Barbara (barb@fvofwi.org) and Susan (susan@fvofwi.org) **the Leadership competencies resources (as documents or links) discussed today (see orange highlights) or others.**

- These resources will be gathered at the Leading Together/WiSMHI website.
- Barbara's recommendation is to have small teams review these resources and summarize them for others.
- A meeting Doodle will be sent.

Goal: Outcome recommendations from the workgroup by June, 2017.