

## Leading Together April 20, 2016 - World Café Harvest on Building Strong Family Leadership

### Organization Values, Policies and Practices

- ✓ Value family/youth partnership: It is built into the way work gets done and included in mission/goals
- ✓ Operate with a family centered model
- ✓ Include family/youth development and support in budgets and grant proposals
- ✓ Include time for building relationships into staff job descriptions and expectations
- ✓ Consider lived experience when hiring staff
- ✓ Build diverse work force
- ✓ Provide opportunities for meaningful involvement (i.e. Co-chair, meeting/event preparation) for many family/youth leaders
- ✓ Ask regularly for family/youth voice through diverse modes of communication: newsletter, email, Facebook, etc.
- ✓ Provide interpretation services and translated materials
- ✓ Partner with or hire cultural brokers
- ✓ Collaborate and share with other organizations on how to best engage and support family/youth leaders

### Meeting Processes

- ✓ Offer and support multiple communication options: in-person, phone, Facetime or Skype
- ✓ Design meetings in a way that make them accessible: timing, location, format
- ✓ Provide honoraria for family/youth leader time and expertise
- ✓ Explore and offer supports that meet the needs of individual family/youth leaders (i.e. respite care, transportation, lodging...)
- ✓ Plan meeting frequency and format to intentionally build trust and relationships
- ✓ Operate on timelines that enable opportunities to provide meaningful/thoughtful input
- ✓ Prepare family/youth leaders before the meeting, support them during the meeting, and debrief afterwards
- ✓ Welcome and honor all meeting participants, including family/youth leaders
- ✓ Balance information/action/process
- ✓ Provide food, networking opportunities and break time

### Staff have the ability to....

- ✓ Serve as coaches for family/youth leaders
- ✓ Connect with family/youth and build trust
- ✓ Think creatively about family/youth partnership
- ✓ Listen
- ✓ Communicate openly (i.e. authentic ask, disclose and commitment level)
- ✓ Understand that each family/youth leader is different
- ✓ Facilitate and engage in crucial conversations
- ✓ Offer genuine appreciation to family/youth leaders

### Family/Youth leaders have the ability to....

- ✓ Participate in training opportunities
- ✓ Be involved in mentorship opportunities for families
- ✓ Contribute in a meaningful way
- ✓ Network with other families/youth
- ✓ Recruit and inform others in the community