

Keeping It Real: Positive, Effective, & Authentic SILC Member Engagement



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2pm-3pm Central Time

My Challenges?

- What Does “Keeping it Real” Even Mean?
- Gimmick? Flavor of the Month?
- One Hour?
- Practical Tips? Really?

Ten Plus Years of Projects Focused on Building Positive Healthy and Inclusive Communities

- Organizations and Systems Stuck Admiring Problems
- Research Based Practices and Systems Didn't Sustain
- Lost Emphasis on Person Served
- Over Emphasis on Oversight and Procedure
- Positive, Effective Teaming Practices Absent

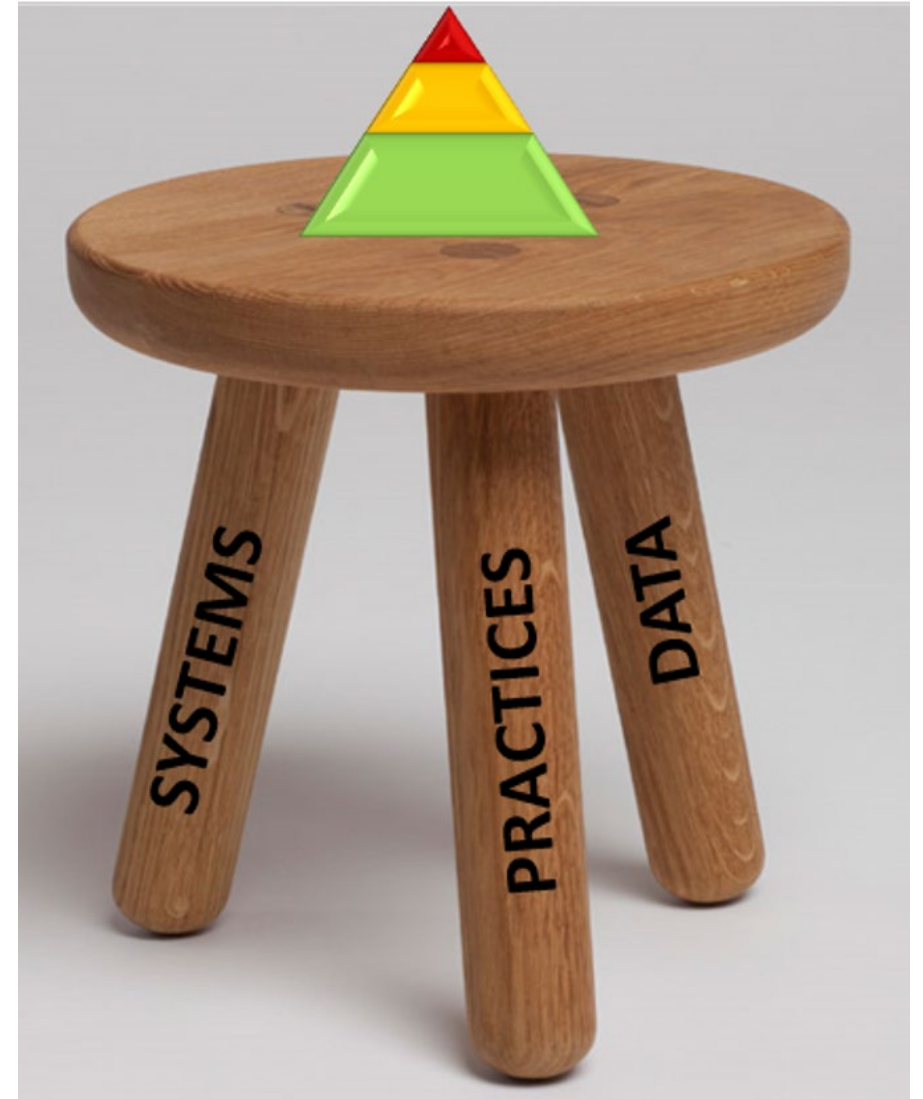


Team Challenges Consistent

- Leadership
- Teaming
- Stakeholder Engagement
- Relationships and Networks
- Additional Challenges in Networks versus Organizations

Effective Team Engagement Features

- Focus on Persons Served and Understand Continuum of Needs
- Systems
 - Clear Mission & Expectations
 - Communication & Trust
- Practices
 - Collaboration & Conflict Resolution
 - Positive Culture & Strengths-Based Strategies
- Ongoing Evaluation



Keeping it Real Starts with Authentic Self- Assessment

What's

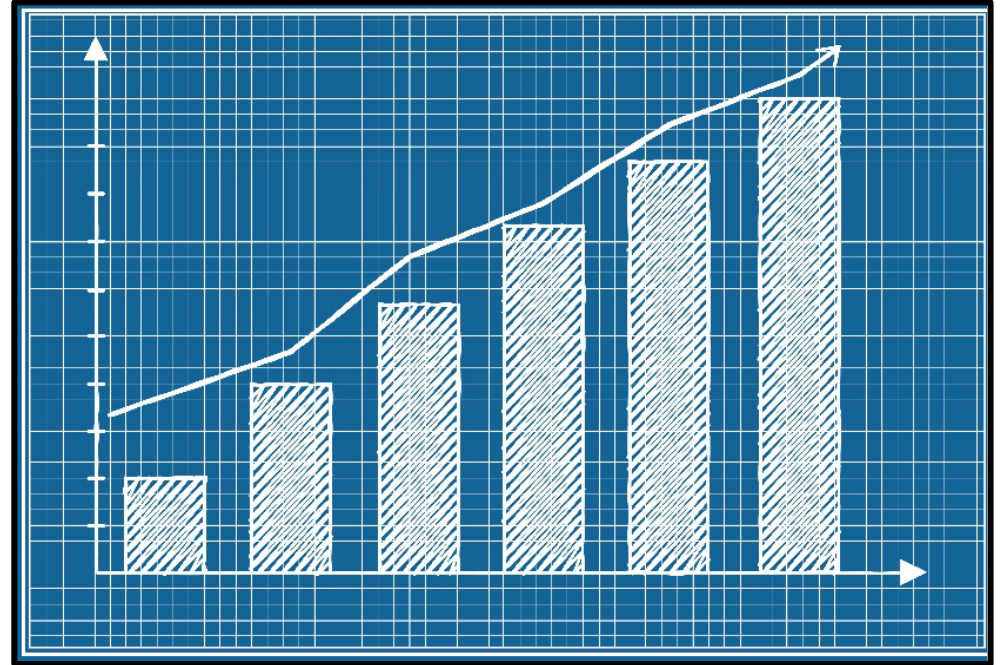
Working?

What's Not?

What's Needed?



Consideration of Data and Perceptions



“We will continue to admire a problem until it’s origin and function are understood and addressed”

SILC & SILC Member Purpose?

- Mission?
- Expectations?
- Orientation and Training?

Who Does the SILC and SPIL Benefit?

- Activity

Ideal SILC Member?

- Activity

Ideal SILC Membership Composition?

- Activity

Expectations of SILC Members?

- Activity

Intentional Development

- Systems
 - Clear Mission & Expectations
 - Communication & Trust
 - Reflected in Leadership, Bylaws, Recruitment, and Onboarding



SILC Member Interests?

- Examples of Shared Interests?
- Examples of Relationships?
- Examples of Competing Interests?
- Examples of Potential Misunderstandings?
- Examples of Longstanding Disagreements?

Engaging SILC Members?

- Removal of Bias
- Emphasis on Individual and Collective Strengths
- Training on Communication & Conflict Resolution
- Pre-Teaching and Practice
- Prompt Teachable Moments with Reference Expectations and Training
- Evaluation and Boosters as Needed

Intentional Training & Practice

- Practices
 - Collaboration & Conflict Resolution
 - Positive Culture & Strengths-Based Strategies
 - Ongoing Training, Modeling, & Responsiveness



Redirection Strategies

- Focus on Persons Served and Understand Continuum of Needs
- Objective and Consistent Return to Expectations



Partner Activities

- Bias & Discomfort Exercises
- Role Playing

Group Activities

- Developing
- Expectations
- Regular Surveys
- Bias & Discomfort Exercises
- Role Playing



Continual Data-Based Shaping

- Ongoing Evaluation of Systems, Practices, and SILC Objectives
 - SILC Member & Stakeholder Surveys
 - Regular Feedback
- Transparent Data Sharing
- Collective Data-Based Decisions
- Data-Based Recruitment



Questions & Discussion

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