CORE COMPETENCY NEWSLETTER

COLLABORATION

This month we are going to get back into the swing of things

What happened to summer?

Where the heck did the summer go? This has been a very busy summer for us all here on the core competency committee. While we are sad to see the summer end, we are very excited to get back to work and share all the great things going on with core competencies and the implementation agency wide.

This month will see us focusing on the core competency, collaboration. In an agency such as ours (in the developmental service field in particular) we have to work as a team to overcome some pretty amazing hurdles, be it through the people we support, funding for programs or working with different people, COLLABORATION is an important competency especially for the direct support staff.   -Christa

This beautiful picture is from the Cabot Trail in Nova Scotia. The changing of the season's isn't so bad when we can look forward to views like this! One of the great things about living in Canada is how mother nature collaborates the different seasons and provides us with some stunning days and amazing seasons!

Happy Fall Everyone!

September 2012

YOUR CORE COMPETENCY TEAM

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At the beginning of June we asked you all to send in submissions/ nominations of fellow workers who demonstrated RESILIENCE. These two women were both nominated by their peers. The things that make them resilient are also the things that make them great staff members! For all of this and many more, we salute them with a well deserved coffee break!
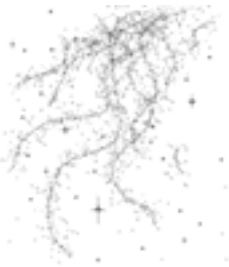
RESILIENT STAFF
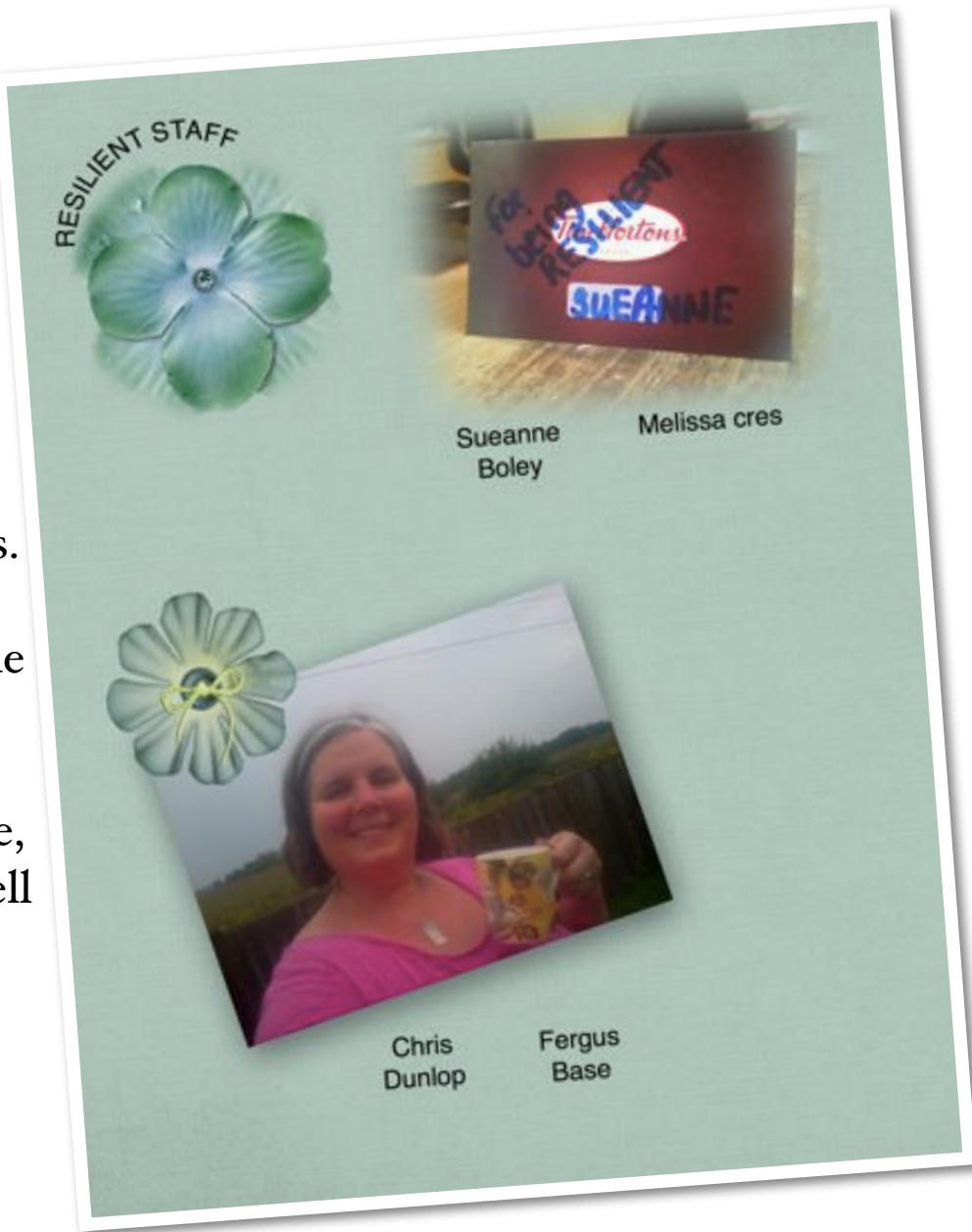
Sueanne Boley

Melissa cres

Chris Dunlop

Fergus Base

SEND US YOUR EXAMPLES

Please feel free to send us an email or note if you see someone utilizing/ displaying the core competencies that we have talked about in our newsletters or learned about in the core competency training. You or the person that you recommend could be featured in an upcoming newsletter and win a prize!

Collaboration is about communicating with others both within one's team as well as with individuals, agencies and organizations outside one's immediate work area or span of control (e.g., with community partners and stakeholders) to create alignment within and across groups. It is not only encouraging but expecting collaborative efforts and information sharing across agency/organizational lines toward shared outcomes.

Some great movies to check out: A League of Their Own, Glory, The Italian Job, Mr. Holland's Opus, and Mighty Ducks. All these movies have one thing in common... COLLABORATION!!!!

This Means...	*This Doesn't Mean...*
▪ working co-operatively with the people who receive support, team members, families, stakeholders and community partners to reach common goals	▪ assuming others will support your own objectives
▪ demonstrating personal commitment towards team goals	▪ putting personal goals ahead of team goals
▪ encouraging the exchange of information and flow of ideas with others	▪ using excuses (e.g., time, cost) as ways to exclude others from discussion or adding their ideas to the project
▪ keeping others informed and up-to-date about any relevant or useful information	▪ attending team meetings without contributing
▪ defending the team's reputation when others criticize	▪ keeping quiet or ignoring critical comments about your team members
▪ showing respect for team members by speaking of them in positive terms	▪ expressing negative expectations and opinions of team members
▪ bringing group issues out in the open which may be personally threatening or difficult to deal with	▪ only offering opinions on others' behaviour without being willing to examine your own short comings
▪ regularly soliciting input in team meetings or circulating reports for comments; then amending reports or actions as a result of the input	▪ going through the motions of soliciting input but never applying or synthesizing the information gathered
▪ showing respect for others' intelligence by integrating their perspective into project plans and tasks	▪ believing that what others have to say is irrelevant and inappropriate
▪ being willing to help resolve conflict among team members	▪ preferring to be left alone to get on with your work
▪ willingly sharing work and knowledge with others	▪ withholding information or ideas
▪ supporting and encouraging other team members when they make a contribution	▪ engaging in win-lose competition with other members of the team
▪ supporting and encouraging team members	▪ placing blame or making judgements about other team members
▪ removing organizational obstacles that might impact the team's effectiveness	▪ being ignorant to team conflict and ignoring questions to help move the team forward
▪ organizing special events with the express purpose of promoting a sense of "team"	▪ focusing on ensuring each individual does his/her own job and avoiding "time wasting" team meetings or "frivolous" get-togethers

collaboration

N	E	Y	E	F	F	E	C	T	I	V	E	N	P	N
Q	O	T	C	R	E	A	T	I	V	E	O	R	E	O
E	V	I	T	R	O	P	P	U	S	I	O	S	N	I
M	Z	V	T	W	D	A	V	F	T	B	U	F	C	T
N	O	I	T	A	R	O	B	A	L	L	O	C	O	A
K	F	T	G	B	C	K	N	E	R	Y	E	Z	U	P
R	R	C	B	S	U	I	M	F	X	Y	X	N	R	I
O	D	E	A	T	D	S	N	A	W	O	G	L	A	C
W	D	J	M	R	O	K	I	U	N	E	A	V	G	I
M	B	B	O	L	P	U	N	I	M	E	L	R	I	T
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E	C	I	Y	C	N	E	T	E	P	M	O	C	G	A
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G	F	A	C	I	L	I	T	A	T	I	O	N	K	Q
Q	U	P	A	R	T	N	E	R	S	H	I	P	L	S

COLLABORATION	COMMUNICATION	COMMUNITY
COMPETENCY	COOPERATION	COORDINATION
CREATIVE	EFFECTIVE	ENCOURAGING
FACILITATION	OBJECTIVITY	PARTICIPATION
PARTNERSHIP	PROBLEM SOLVING	SUPPORTIVE
TEAMWORK		

Hand your completed word search in through email or interoffice mail to Sherry King at the Fergus base/SIL or Christa Pecore at Walnut Upper (cPecore@clgw.ca). All completed word searched will then be entered into a draw for a prize.

For more copies of the word search please go to the core competency tab on the CLGW admin site or www.4392.cupe.ca

Please have your completed word search in by October 31, 2012