

“Who am I now?”

Finding your place in an integrated team

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SDN Children's Services



Identity

Who you are, the way you think about yourself,
the way you are viewed by the world and the
characteristics that define you



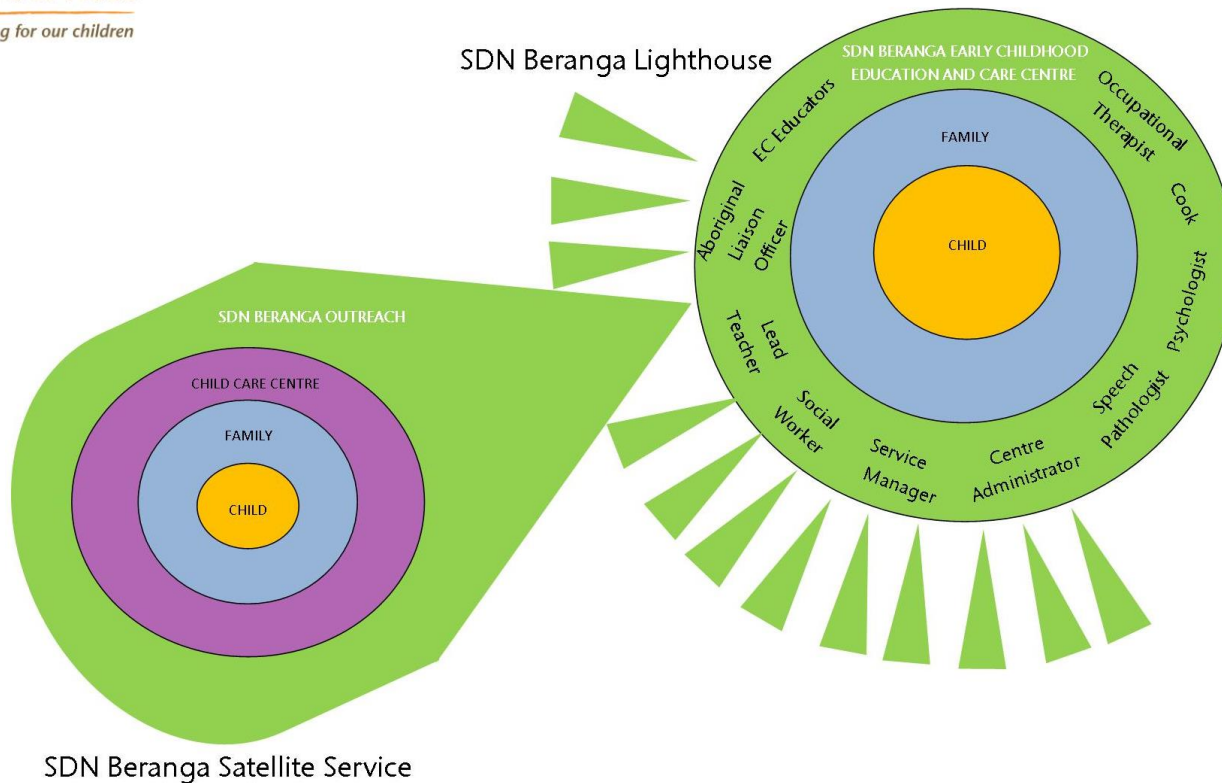
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SDN Beranga

ADHC Funded
Autism Spectrum Disorder specific
Early Childhood Education and Care Service



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SDN Beranga

High quality education and care
Best practice early intervention strategies
Combined autism specific approaches



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SDN Beranga Staff

Early childhood educator
Occupational therapist
Speech pathologist
Psychologist
Social worker
Aboriginal liaison worker
Administration
Cook



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Trans-disciplinary

“team members overlap and cross over traditional roles. Boundaries between the roles of the team members are blurred”

Therapy Services in the Disability Sector: Literature Review (2008)



“Humans simply aren't moved to action by data dumps, dense PowerPoint slides or spreadsheets packed with figures. People are moved by emotion. The best way to emotionally connect other people with an agenda begins with, “once upon a time...””

Jonathon Gottschall





Children's Services

educating and caring for our children

“Beth”



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Early Childhood Australia
A voice for young children

SEASONS OF CHANGE EARLY CHILDHOOD AUSTRALIA NATIONAL CONFERENCE 2014

“Whatever you do, don't look like an expert about anything because it will make others feel uncomfortable”



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“I’ve lost my previous self”

“I don’t know if I’m adding any value”

“I’m having to form a new identity and
it’s very confronting and very hard”





Passionate
Calm
Funny
Happy
Flexible



“Yes, this is a hard setting and there are challenges, but the team appears happy and cohesive. You’re doing a good job”





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Action Research

“a cyclical process of reflecting on practice, taking an action, reflecting, and taking further action. Therefore, the research takes shape while it is being performed. Greater understanding from each cycle points the way to improved practice”

Reil (2010)



“to create safe and caring environments for children”



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“They are busy doing, but struggle to speak to the foundational underpinnings that guide that ‘doing’”



Priorities for team development

- Shared understanding and language of vision
- Role clarity - self
- Role clarity - others
- Creating culture of conversation, reflection, support and challenge



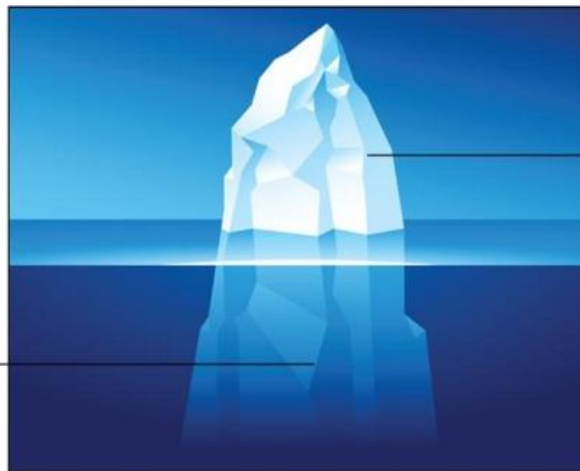


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How we do?

coaching
 Decision making
 process
 Speak from vantage
 point



What we do?

Planning day
 Reflective practice
 team building session
 Program logic
 Statement of purpose



Integrated Practice

- Willingness to bring your own knowledge and perspective
- Sharing of and openness to new perspectives
- Listening to and learning from others
- Asking questions
- Finding common ground



From

“I’m not making a difference”

To

“we just throw things on the table, even if it doesn’t sound right, or it might not work”



“I was trying to be an educator, because that’s what we needed – so I think I was trying to be like them, to help, because that’s how I felt was the best way I could help”

Allied health team member



“We come in, we look at something ... and we bounce, we say, ‘this is what I’m seeing, this is what I’m hearing’. And so we ask each other questions and I’m finding we’re asking more questions than we used to be”



What made the difference?

- Time and reflection
- Courage
- Keeping focused on the vision
- Support and challenge from service manager
- Statement of purpose
- Team support and trust
- Getting comfortable with the challenge
- Accepting personal responsibility



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What did we learn?

- Shaping an identity is hard
- Attract the right people
- Induction can shape culture
- Vision fuels incentive
- Strong disciplines build strong teams
- Journey is ongoing
- Leadership is critical



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Induction can shape culture

- Expectations around team interaction
- Statements of purpose
- Engagement in critical reflection
- Developing shared knowledge base



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To the team at
SDN Beranga

Thankyou



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