



ALL BRAINS BUT NO BRAWN

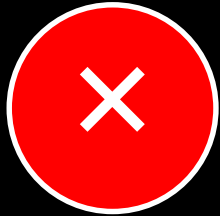
*Creating a strong model for  
student support group meetings*



Simon McDonald-Kerr  
SPEVI 2015

**ALL BRAINS BUT NO BRAWN**

***Creating a strong model for student  
support group meetings***





2 out of 3

Australian people with a vision impairment  
are unemployed not by their own choice

# Board of Directors

- Mission
- Set the strategy
- Monitor outcomes
- Secure resources
- Financial oversight
- Ensure legality
- Enhance brand
- Develop leadership

- Mission
- Set the strategy
- Monitor outcomes
- Secure resources

- Financial oversight
- Ensure legality
- Enhance brand
- Develop leadership

# Common Challenges



## Poor functioning teams

- Lack of consensus about mission/goals
- Poorly constituted groups/teams
- Failed processes
- Lack of diversity & input (not identified or valued)



# Leading Teams



# Leading Teams

High Performance Teams

Common Purpose

## Mechanics

- Strategic plan
- KPI's
- Operating Process
- Technical Skill

## Dynamics

(Cultures/behaviours)

Agreed Behavioural

Strong Professional Relationships

Genuine conversations

# Leading Teams

High Performance Teams

**Common Purpose**

## Mechanics

- Strategic plan
- KPI's
- Operating Process
- Technical Skill

## Dynamics

(Cultures/behaviours)

Agreed  
Behavioural

Strong Professional  
Relationships

Genuine conversations

# Leading Teams

High Performance Teams

Common Purpose

Dynamics

(Cultures/behaviours)

Agreed  
Behavioural

Strong Professional  
Relationships

Genuine conversations

## Mechanics

- Strategic plan
- KPI's
- Operating Process
- Technical Skill

## Mechanics (board of directors)

- Mission
- Set the strategy
- Monitor outcomes
- Secure resources
- Financial oversight
- Ensure legality
- Enhance brand
- Develop leadership

# Leading Teams

High Performance Teams

Common Purpose

## Mechanics

- Strategic plan
- KPI's
- Operating Process
- Technical Skill

## Dynamics

(Cultures/behaviours)

Agreed Behavioural

Strong Professional Relationships

Genuine conversations

# Dynamics

## High Performing Teams

- Clear rules of engagement
- Understanding of each others roles and responsibilities
- Agreed values and behaviours
- Ability to effectively evaluate as a group
- Synergy and support
- Fast co-intervention – ability to make timely decisions

# Leading Teams

High Performance Teams

Common Purpose

## Mechanics

- Strategic plan
- KPI's
- Operating Process
- Technical Skill

## Dynamics

(Cultures/behaviours)

Agreed Behavioural

Strong Professional Relationships

Genuine conversations



**Great meetings are interactive!**

Key Ingredient!

**Communication**

# Key Ingredient!

Send reports, notes and agenda items  
in advance of meeting

**Communication**

# Key Ingredient!

Send reports, notes and agenda items  
in advance of meeting

**Communication**

Communicate individually  
(honest discussions)

# Key Ingredient!

Send reports, notes and agenda items  
in advance of meeting

**Communication**

Meet regularly

Communicate individually  
(honest discussions)

# Key Ingredient!

Send reports, notes and agenda items  
in advance of meeting

Meet informally

**Communication**

Meet regularly

Communicate individually  
(honest discussions)

**VISION**

**MISSION**



# SSG Meeting Model

## Dynamics

- Agreed vision and mission – trademark or compelling story
- Meet at least twice per term – formally/informally
- Have an agenda and have all members review agenda items before meeting
- Define clear rules of engagement and behaviours considered essential to the team (written)
- Create a culture of continued success

# SSG Meeting Model

## Mechanics

- Identify the “Team” and define roles and responsibilities
- Develop the strategy to achieve the mission
- Short term and long term outcome measures (individual)
- Identify resources and where knowledge/input is required
- Enhance the “brand” – engage those outside the team
- Have a succession plan!!!

# Preparation

- designing an agenda that is thoughtful
- Send out the agenda prior to the meeting
- Communication - seek out advice from other members before meeting

# The meeting

- Positive energy – build relationships and trust
- Stick to the agenda!
- Quality measurements

# The meeting

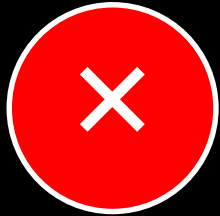
- Develop a culture of respect – each members role(s) should be defined and valued
- Less reporting – not asking for updates, your seeking advice
- Designated facilitator

# The review

- Summarise actions and major conclusions
- Understanding of what needs to happen between now and the next meeting
- Continue to build relationships and trust with all members

## Key Ingredients

- The Vision and Mission
- Defined roles
- Effective Communication and engagement
- Strong culture – agreed values and behaviours
- Collective success – goals and outcomes, intelligence and achievements
- Succession planning









Thankyou!

**Simon McDonald-Kerr**

Children's Orientation and Mobility Specialist

[Simon.m@guidedogsvictoria.com.au](mailto:Simon.m@guidedogsvictoria.com.au)

