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
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
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!

Send reports, notes and agenda items in advance of meeting.

Meet regularly.

Communicate individually (honest discussions).

Meet informally.
Key Ingredient!

Send reports, notes and agenda items in advance of meeting
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!

**Communication**

- Send reports, notes and agenda items in advance of meeting
- Meet informally
- Communicate individually (honest discussions)
- Meet regularly
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 member's 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