

VENA: Value Enhanced Assessment Debriefing

September 12, 2013; October 10, 2013

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Rules of Engagement

Honor the agenda, time allocations and each other.

Enjoy the time to problem solve and draw upon your creativity and that of your colleagues.

Ground Rules For Caucuses

One person speaks at a time.

Every group member participates.

Professional tone to all work done.

Extroverts honor introverts; vice versa.

Capture your work for reporting out.

Time/Logistics Allocations

Each *work* section of the agenda 15 – 20 minutes.

Break mid way through.

Silence your devices (all of them)!

Practice E. I. Throughout Your Work

Self Awareness

Self Regulation

Motivation

Empathy

Social Skills

Findings:

Based upon three constructs:

Program Strengths

Program Challenges

Program Limitations

Re Cap: Strengths/Successes – 48 Items Captured

1. Staff Capabilities.
2. Personalization To Help Clients.
3. Program Integrity – From Check List to Conversations/Outcomes.
4. Shaping Client Behavior For Long Term Changes.

ReCap: Challenges/Limitations – 54 Items Captured

1. Staff Acquisition – Needed Skill Sets.
2. Use of Tools In A Consistent and Proactive Manner.
3. Time Constraints – Sense of Pressure
4. Staff Morale – ‘Living Into Change’.
5. Relationship Between State and All Partners.
6. Audit Process – Moving To More Proactivity.
7. Staff Training – Reaching A Middle Ground.

Revisiting Recommendations

1. Nature and Methods for Training.
2. Teach and Train To Readiness Levels.
3. Tools vs. Time Available.
4. Customization Options for Service Delivery.
5. Enhance all Partnerships.
6. Examine the Audit Process.

Q/A

For The Good of The Order