Person-Centered Progress: Washington County's Creativity in Practice

Welcome!

So glad you are here

Agenda

- Opening Activity
- The Ideal
- The Idea: Peer Learning Circles
- Our Process
- Where we are today

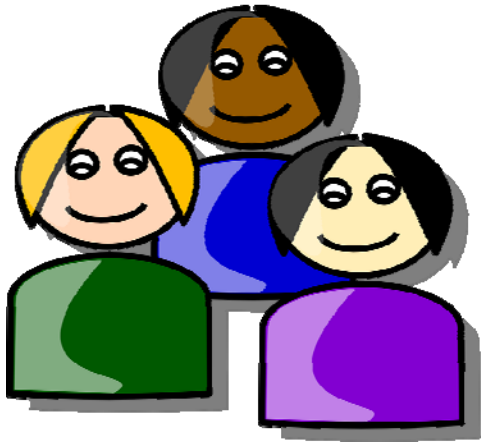
Opening Questions

- Please connect to the internet

Goals and Outcomes

- Washington County's version of Person Centered Thinking 201
- Learn about Peer Learning Circles (PLCs)
- Importance of relationship building
- Internal culture shift is needed
- Share resources and tools
- Bring awareness of how we all need to be more person centered

Break into groups of 3



Come Back Together

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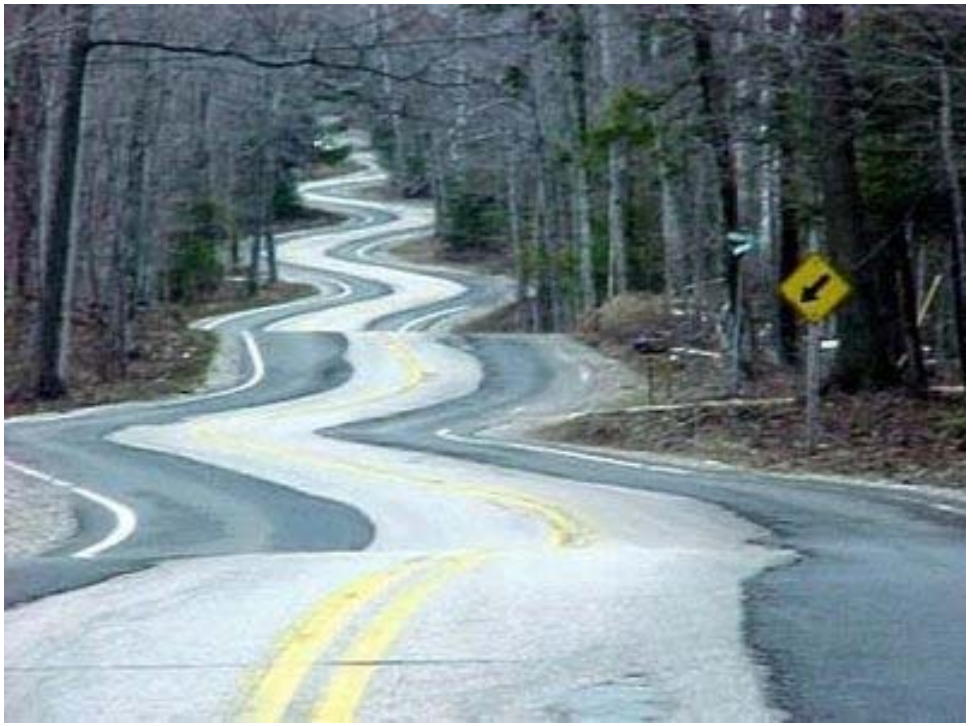
The Ideal

- How we got here
- Strategies
- How to get people on board
  - Dedicated time (mandatory)
- The Why - Raising the importance

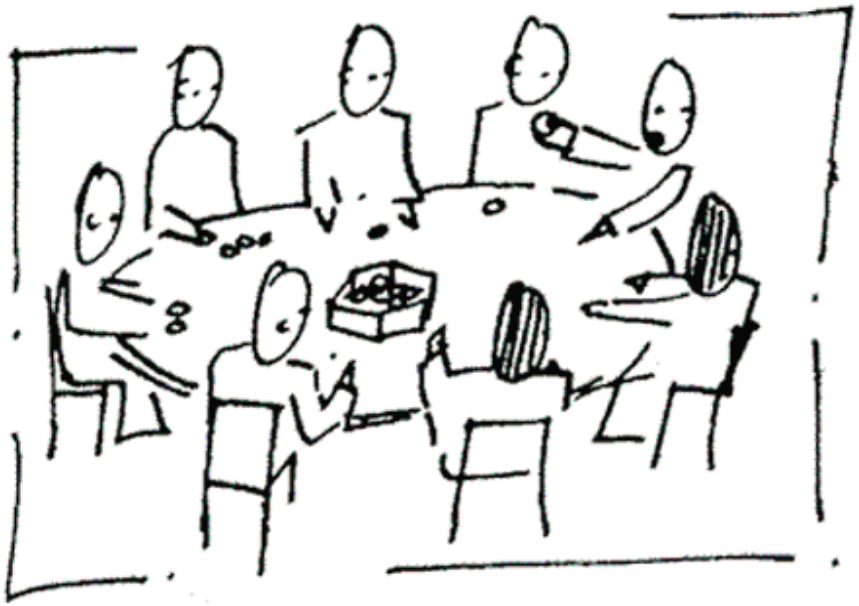


The Ideal, cont.

- Culture change
- Person centered with co-workers
- Leadership buy-in

The Idea: Peer Learning Circles

- What are PLCs?
- Purpose of a PLC



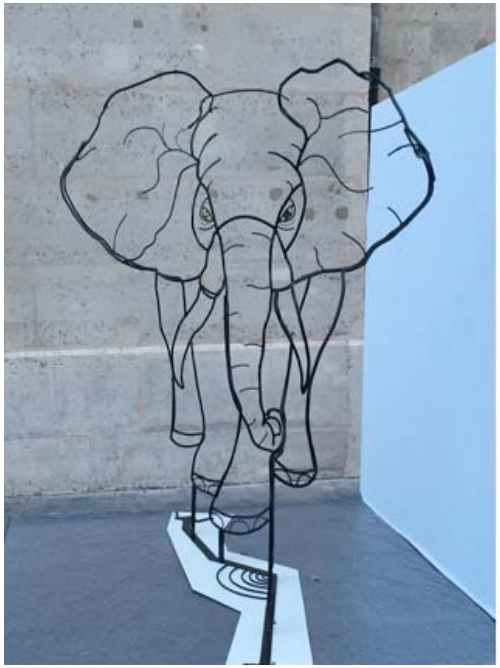
Circles Over Time

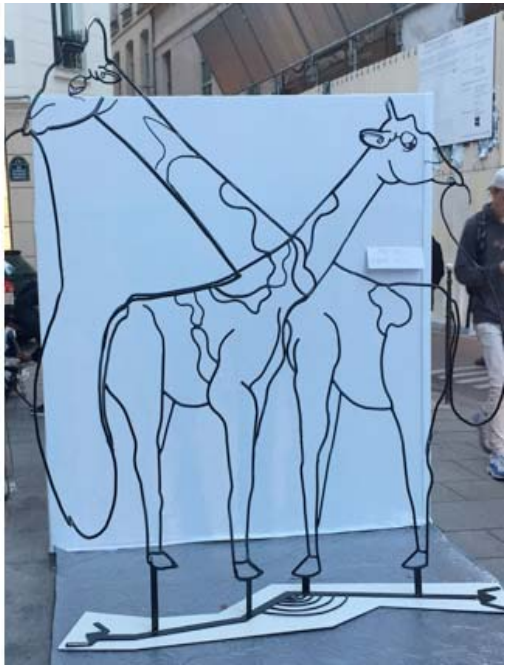
How To Host A Circle

- Ground rules
- Meetings are structured
- Discussions in the circles are confidential, supportive, focused on learning and action
- Build trust
- Ensure all voices are heard = equality
- Everyone has something to contribute *and* something they can learn

How To, cont.

- Select a learning topic
- Different viewpoints are shared
- Encourages growth, reflection, action
- Expands knowledge
- Encourages creativity
- Applies knowledge to real-world challenges





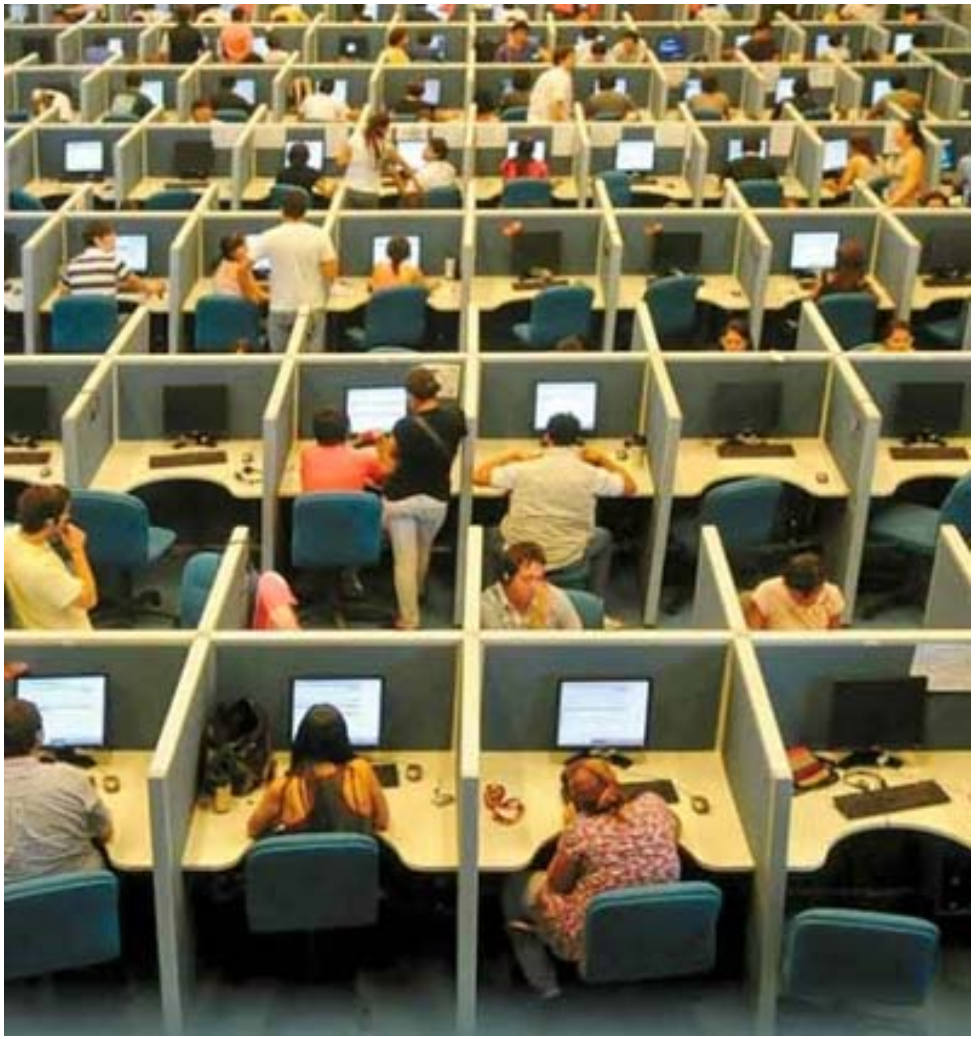
Sculpture by Matthieu Robert-Ortis – Paris, France

How To, cont.

- Opens a forum for feedback from peers
- Shares new processes and approaches
- Builds a connection amongst co-workers
- Circle participants aren't taking time away from work, but instead working *on* work

Hosting and Holding Space

- Not always solving problems
- Soft skills
- Bravery
- Become comfortable being uncomfortable
- Continuing conversations
- Look at new and creative ways to solve problems, issues, connect with people, listen to hear, expand the conversation, share resources



Check-in Question

- What is one easy way to start this in your workplace?

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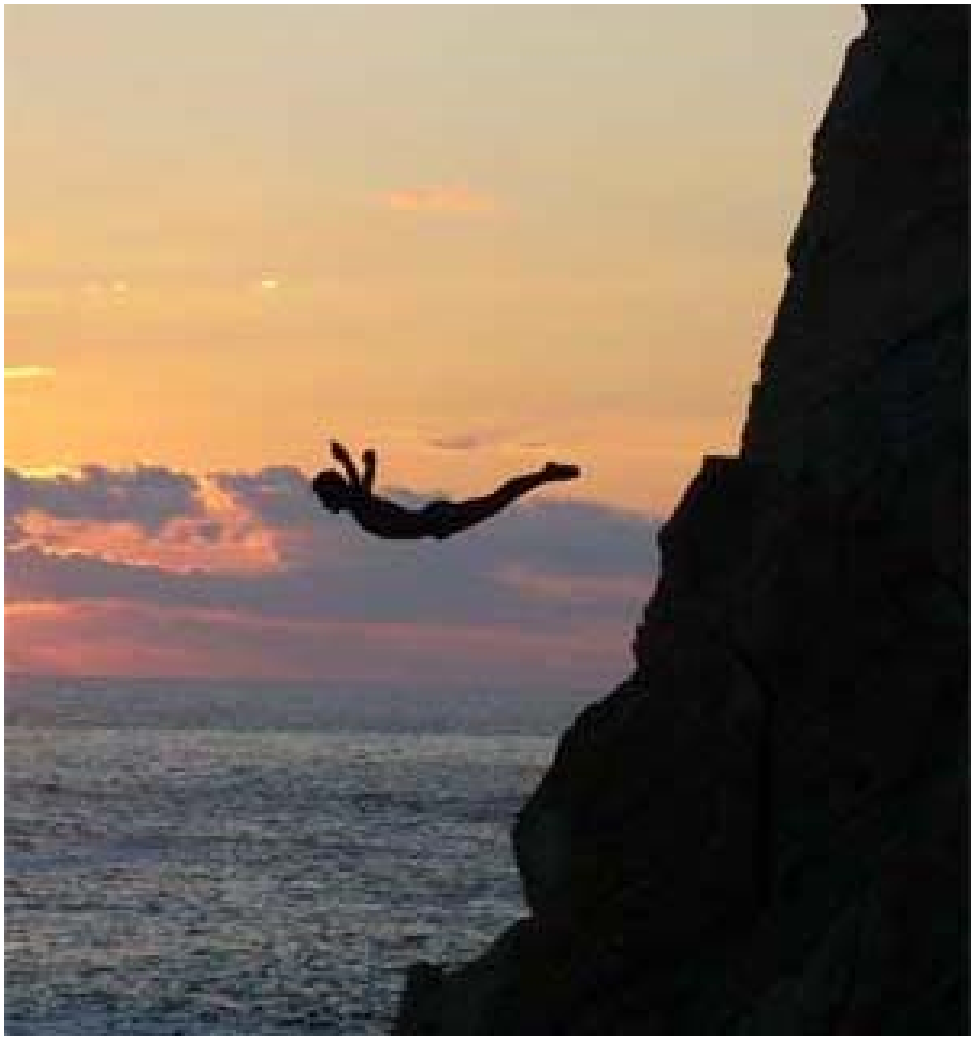
Process

- Training
- Things are changing

Process, cont.

- Cohort model
- Being uncomfortable
- Connections



Check-in Question

- How comfortable are you with taking a risk in your personal life? At work?
- Is there a difference? Why?

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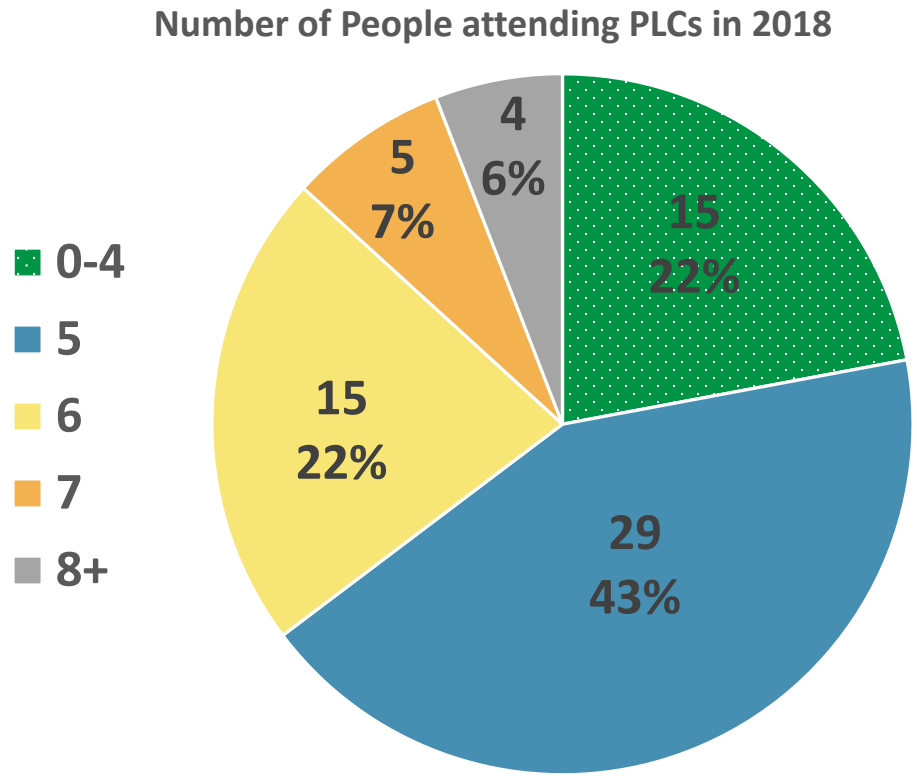
Where we are today

- Unexpected Outcomes
- Role of Leadership
- Relationship building
- More internal networking
- Ongoing!

PLC Data and Feedback (2018)



- 78% attended 5 or more
  - 43% attended 5
  - 35% attended 5+
- Those that had less than 5:
  - Hired/left/on leave during 2018
  - Contracted staff
- 7.4% (5 staff) did not meet the minimum

Tools and Resources

- Our Words Matter
- Best Practices Documents
- PLC “How To Guide”
- STAR Services videos
- Find more info at: www.co.washington.mn.us/PC

Questions?

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