MANAGING MOBILE TEAMS AND WORKING OUT LOUD

Thursday, September 17, 2020
11:45am-12:45pm
INTRODUCTIONS

Your Mission is our Mission

RICH BOWLEN

CHUCK BARBER
• Managing Remote Teams
  • Plan, Do, Check, Act
  • Best practices and lessons learned
  • Resources
• Working Out Loud
  • Why is it important?
  • Who benefits and how?
  • Working out loud with social service teams
• Q&A and Resources
MANAGING REMOTE TEAMS
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BEST PRACTICES AND LESSONS LEARNED
MANAGING REMOTE TEAMS IN CHILD WELFARE

info.teamnorthwoods.com/remote-teams-child-welfare

THE COMPLETE TOOLKIT FOR LEADING REMOTE WORKERS

https://www.entrepreneur.com/article/348147

HOW TO MANAGE REMOTE TEAMS EFFECTIVELY

https://www.shrm.org/resourcesandtools/hr-topics/employee-relations/pages/how-to-manage-remote-teams-effectively.aspx
WORKING OUT LOUD
Definition:
Working out loud is an approach to building relationships that can help you in some way. It’s a practice that combines conventional wisdom about relationships with modern ways to reach and engage people. When you work out loud, you feel good and empowered at the same time.

(Source: workingoutloud.com)
FORMALIZED PRACTICE

• Relationships
• Generosity
• Visible Work
• Purposeful Discovery
• Growth Mindset

Courtesy of John Stepper
PROMOTE KNOWLEDGE SEEKING

• Crossing disciplines
• Idea development
• Learning together in everyday work

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FOSTER CONNECTIONS, SUPPORTS, AND COLLABORATION

- Giving and receiving "pointers"
- Unanticipated value add
- Collaboration as a culture
APPLYING LESSONS AS THEY ARE EXPERIENCED

- Making mistakes
- Promoting resiliency
- What, how and why
**SPREAD GOOD IDEAS AND PRACTICES**

- Make work visible
- Walking through rationales
- Time for reflection
WORKING OUT LOUD IN CHILD WELFARE
COLLABORATING IN THE OFFICE

TYPES OF COLLABORATION:

• “Open door” policy
• Cubicle conversations
• Brainstorming (impromptu)
• Considerations
  • Where and how does knowledge gained from these interactions become available for others benefit, reaction, response, add-ons
TRADITIONAL COLLABORATION

FAMILY TEAM MEETINGS

UNIT MEETINGS

YOUTH PERMANENCY ROUNDTABLES

RED TEAM

CUBICLE CHATS

PERMANENCY ROUNDTABLES

DOORWAY SUPERVISION

GROUP SUPERVISION
START SMALL

• Take an iterative approach
  • Get feedback
  • Modify early and often on what works best for your teams/organization
  • Try something new

• Allow learning to be at the heart of conversations, meetings, and collaborative efforts
CONSIDER:

- What could this mean for the practice overall?
- What might progress look like if the entire ecosystem involved with a family was “Working Out Loud”?
- What if we said, “We don’t know what is best, however, we ALL are willing to discover how to best support the family along this path to well-being”? 
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COVID-19 RESOURCE ROUNDPUP FOR HUMAN SERVICES
blog.teamnorthwoods.com/resources-research-library/covid-19-human-services

NCWWI VIRTUAL WORKFORCE SUPPORTS
ncwwi.org/index.php/resourcemenu/virtual-workforce-supports