

Collaborative Adventures

Choices
TA Center

Volume 7, Issue 1
December 2008

TEAM BASED: What a difference!

By: Michelle Moreno

The very words themselves describe the importance of teams in the wraparound process ~ Team BASED. The process of developing and facilitating teams that operate within the wraparound principles is what makes the wraparound process different from other traditional services.

It is important to remember that with any team there are ups and downs. In that way, teams in the wraparound process are no different. One thing we can be sure of is that teams can achieve great things when individuals work together. A quick story: The now classic movie *Rudy* is a great example of a young man with goals and the team he built to help him achieve his goals. If you haven't seen it, check it out. Here's what I remember most. In the movie, Rudy is a small young man wanting to play football for a large university. No one believes he can do it but him. Through his own tenacity he finds support to work his way into the school, the football team and finally to play on the field. Along the way he develops his own support team to help him achieve his goal. His team included the head grounds keeper, his tutor who becomes his roommate and best friend, coaches, teammates and in the final scene his family and the entire stadium. And yes, he does get to play! It's a great example of NEEDS are not SERVICES. Rudy knew what he needed to reach his goal and found the people and supports to meet those needs. There was no program that fit his needs but he made it happen with the help of his team. Now that we have your attention, let's look at some of the necessary conditions for successful wraparound teams.

In *Implementing High-quality Collaborative Individualized Service/Support Planning: Necessary Conditions* (2003), Janet Walker and her colleagues describe the necessary conditions for effective teams in the wraparound or individualized service plan process. Let's take a look at those conditions and some practical applications:

Condition 1: Team adheres to meeting structures, techniques, and procedures that support high quality planning.

Applications: Use of an agenda, clearly defined roles and ground rules

Condition 2: Team considers multiple alternatives before making decisions.

Applications: Brainstorming, facilitation tools for generating ideas

Condition 3: Team adheres to procedures, techniques and/or structures that work to counteract power imbalances between and among providers and families.

Applications: Roles defined, natural or informal supports on the team, focus on family driven, culturally competent and community based services and supports

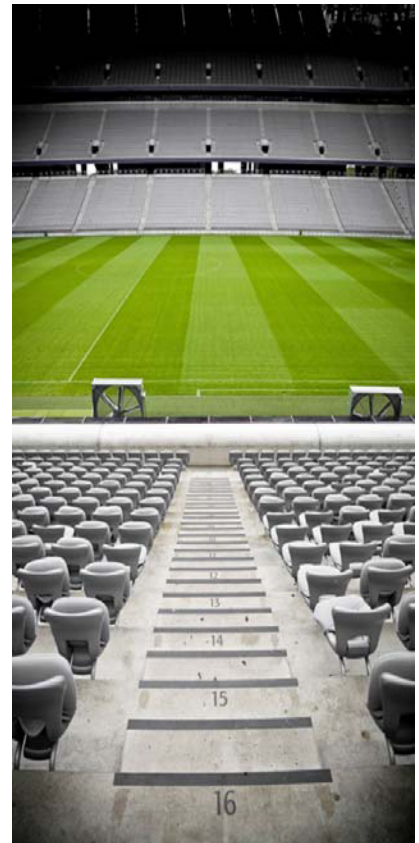
Condition 4: Team uses structures and techniques that lead all members to feel that their input is valued.

Application: Consensus building, facilitation tools for focusing

Condition 5: Team builds agreement around plans despite differing priorities and diverging mandates.

Application: Facilitation tools for building agreement, strong support from system of care partners, flexibility

Condition 6: Team builds an appreciation of strengths.



Application: Focus on strengths of the child, family, individual team members and community throughout the process

Condition 7: Team planning reflects cultural competence.

Application: Family voice, choice and ownership throughout the process should lead to culturally competent services and supports, education of team members.

Looking back at Rudy, you have to wonder what the world would be like if every dream, no matter how impossible it seems, could come true with the support of others. So, please help others' dreams come true by being a part of a successful wraparound team no matter what your role is – whether child, family, professional or natural support you can make a difference.

For more information, training or coaching regarding the applications described in this article please contact the Choices TA Center at technicalassistancecenter@choicesteam.org.

Walker, J.S., Koroloff, N., & Schutte, K. (2003). Implementing high-quality collaborative Individualized Service/Support Planning: Necessary conditions. Portland, OR: Portland State University, Research and Training Center on Family Support and Children's Mental Health. <http://www.rtc.pdx.edu/PDF/pblmpHighQualISP.pdf>