

## LOOKING ONWARD – Team Meeting Discussion Guide

### - Hope in Action -

**Note to Managers:** This resource was made for you by the Onward Communication Working Group made of district leaders in various positions from across the organization. It was designed to help spark conversation among your team about our Onward strategic plan and can be used after watching the video, Ryan’s Keys.

**Let’s be honest!** After the year that we have come through, our ONWARD strategic plan might be the last thing you want to talk about with your teams. As leaders, you know that your teams have been dealing with more work, high anxiety, severe restrictions, ever-changing rules, and in many cases, COVID outbreaks. Your hesitation to put any more expectations on your team makes sense. **But here is a different perspective:** ONWARD is our strategic plan that is helping us look forward and move forward towards good, needed changes. COVID disrupted our lives but it also disrupted some of the excuses we used for not changing. We can support people to make their own plans instead of just falling back into old routines.

**Let’s move ONWARD with optimism and intention. Let’s put Hope into Action!**

### Team Activity

- Watch the video, Ryan’s Keys, that can be found on the Hope in Action webpage.

### Team Discussion

1. **Ryan’s story is encouraging but it can be easy to brush off as an exception.** Is it an exception? What skills have the people you support developed in the past year?  
*Possible responses: technology, flexibility with their schedules, new activities, nothing [this answer is valid]*
2. **During the past year, routines have changed significantly, and people have made discoveries about what they value and what they don’t.** What discoveries have been made by the people you support? What do they want to stop, start, continue, never return to...?
3. **In an effort to keep people healthy and safe this past year, our supports have often been person-centred rather than person-directed.** What is it going to take to move from person-centred supports to person-directed supports?  
*Tip: consider asking, “what do you want?” instead of, “what do you need?”*

### TEAM CHALLENGE

- **Make a plan to engage the people you support about Question #2.**
  - As a team, come up with some questions you can ask.
  - Divide up the questions so that each staff can learn something different.
  - Try to not limit people’s answers by talking about funding or staffing or possible problems.
  - Ask open-ended questions and give people time to come up with their own answers.
- **Report back at your next team meeting!**