Keeping It Real: Positive, Effective, & Authentic SILC Member Engagement

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My Challenges?

• What Does “Keeping it Real” Even Mean?
• Gimmick? Flavor of the Month?
• One Hour?
• Practical Tips? Really?
Ten Plus Years of Projects Focused on Building Positive Healthy and Inclusive Communities

• Organizations and Systems Stuck Admiring Problems
• Research Based Practices and Systems Didn’t Sustain
• Lost Emphasis on Person Served
• Over Emphasis on Oversight and Procedure

• Positive, Effective Teaming Practices Absent
Team Challenges Consistent

• Leadership
• Teaming
• Stakeholder Engagement
• Relationships and Networks
• Additional Challenges in Networks versus Organizations
Effective Team Engagement Features

• Focus on Persons Served and Understand Continuum of Needs

• Systems
  • Clear Mission & Expectations
  • Communication & Trust

• Practices
  • Collaboration & Conflict Resolution
  • Positive Culture & Strengths-Based Strategies

• Ongoing Evaluation
Keeping it Real
Starts with
Authentic Self-Assessment

What’s Working?
What’s Not?
What’s Needed?
Consideration of Data and Perceptions

“We will continue to admire a problem until it’s origin and function are understood and addressed”
SILC & SILC Member Purpose?

• Mission?
• Expectations?
• Orientation and Training?
Who Does the SILC and SPIL Benefit?

• Activity
Ideal SILC Member?

• Activity
Ideal SILC Membership Composition?

• Activity
Expectations of SILC Members?

• Activity
Intentional Development

• Systems
  • Clear Mission & Expectations
  • Communication & Trust
  • Reflected in Leadership, Bylaws, Recruitment, and Onboarding
SILC Member Interests?

• Examples of Shared Interests?
• Examples of Relationships?
• Examples of Competing Interests?
• Examples of Potential Misunderstandings?
• Examples of Longstanding Disagreements?
Engaging SILC Members?

- Removal of Bias
- Emphasis on Individual and Collective Strengths
- Training on Communication & Conflict Resolution
- Pre-Teaching and Practice
- Prompt Teachable Moments with Reference Expectations and Training
- Evaluation and Boosters as Needed
Intentional Training & Practice

• Practices
  • Collaboration & Conflict Resolution
  • Positive Culture & Strengths-Based Strategies
  • Ongoing Training, Modeling, & Responsiveness
Redirection Strategies

• Focus on Persons Served and Understand Continuum of Needs
• Objective and Consistent Return to Expectations
Partner Activities

- Bias & Discomfort Exercises
- Role Playing
Group Activities

- Developing
- Expectations
- Regular Surveys
- Bias & Discomfort Exercises
- Role Playing
Continual Data-Based Shaping

• Ongoing Evaluation of Systems, Practices, and SILC Objectives
  • SILC Member & Stakeholder Surveys
  • Regular Feedback
• Transparent Data Sharing
• Collective Data-Based Decisions
• Data-Based Recruitment
Questions & Discussion

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