

# MODERNIZED Core Competencies for the DS Sector

Supporting a skilled, diverse and professional workforce that will help people participate meaningfully in their communities and live good lives.



## Advocacy

Desire and determination to champion a cause or issue and try to get others to support it.



## Building Relationships

Intentionally collaborating to develop meaningful relationships with people supported, co-workers, families, community partners and other stakeholders.



## Championing Change and Innovation

Being flexible and adaptable to changing environments to work effectively with various people and groups.



## Problem Solving and Decision Making

Demonstration of behaviours that enable one to identify and solve problems by understanding the situation, seeking additional information, developing and weighing alternatives, and choosing the most appropriate course of action.



## Inclusive Leadership

Leadership is about organizing people and processes toward accomplishing a goal.



## Facilitating Growth and Development

Facilitating self-directed growth and development. Fostering self-determination and independence.



## Strategic Thinking

Ability to independently decide what to do and when to do it without relying on someone else's direction for short and long-term impacts.



## Resilience

Maintaining stamina and performance under continued stress and to act effectively under pressure.



## Resource Management

Planing effectively, leverage and optimize resources (people, processes, financial resources, technology etc.).

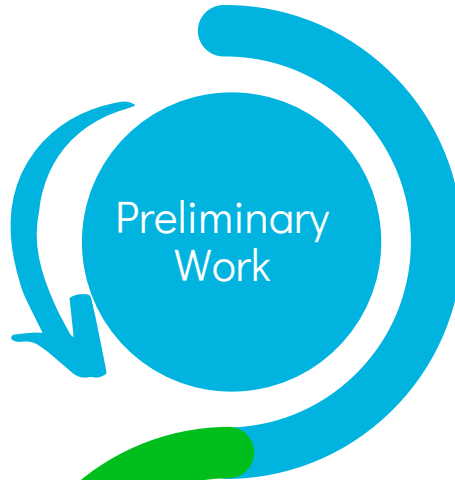


## Valuing Equity, Diversity and Inclusion (EDI)

Social competence to understand and respect the practices, customs and values of all people and cultures.

# MODERNIZED Core Competencies Implementation Plan

- Develop a communication and promotion plan to share the modernized comps.
- Utilize champions who will become the experts to support others.
- Train Champions and Supervisors/Managers



- Review and revise internal communications, policies, job descriptions and interview questions to reflect the modernized comps.
- Create educational resources that can be used for team training

- Send out communications introducing the modernized core comps and share your implementation plan.
- Train the champions and Supervisors/Managers on the coaching process.
- Hold formal training sessions to explain core comps and how to use the website.

- Keep modernized core comps top of mind by regularly reviewing them at team meetings. Ensure there is support for those who wish to develop their competencies.
- Continue to promote the website and tools.
- Training for managers in the behaviour-based interview approach.

# MODERNIZED Core Competencies Implementation Plan

## PRELIMINARY WORK

- ◆ — ◆
- A. Get senior leadership, boards, unions, etc., on board, or if already embedded in the organization, share the changes to them.
  - B. Have management review website, watch intro video, complete quiz and self assessment.
  - C. Create a team of champions (use mentors or supervisors) – train them and have them complete quiz and self assessment.
    - Continue to meet with champions/supervisors on a regular basis to assess and get feedback
  - D. Garner excitement, create posters, etc., to share to all employees.
  - E. Develop a communication plan.
    - To staff, families and people supported, plain language
    - Use social media, flyers, posters, newsletters, etc.

## BEHIND THE SCENES

- ◆ — ◆
- A. Review and revise Job descriptions, postings, policies and interview questions to reflect the modernized core comps
  - B. Review and update orientation and evaluations to reflect modernized core comps for growth and development. Could create a self-development guide.
  - C. Update any websites or internal systems.
  - D. Create educational resources and materials such as posters, games, videos that can be used at team meetings and trainings.
  - E. Add Core Competencies to all staff meeting agendas.

## FORMAL INTRODUCTION TO MODERNIZED CORE COMPS

- ◆ — ◆
- A. Send out communications or share at team meetings what and why we are committing to the core comps
  - B. Share the implementation plan.
  - C. Have all direct support staff register and complete intro training and quiz and can start to complete self-assessments.
  - D. Train the champions and all Supervisors/Managers on the coaching process
  - E. Have formal training sessions to explain core comps and practice together. To include training on how to use the website.
    - Lunch and learns.
    - Newsletters with activities or challenges for staff to complete.
    - Recognition for employees demonstrating competencies.

## FOLLOWUP AND COMMITMENT

- ◆ — ◆
- A. Ongoing monthly review of one core comp at team meetings
  - B. Coaching and development support to those who wish to develop in the competencies.
  - C. Continue to promote website and tools. Use the developmental resource guide on the website for activities.
  - D. Continue to use the behaviour-based interview approach. Training for managers in how to complete interviews.

# MODERNIZED Core Competencies Implementation Plan

[www.dscorecomp.com](http://www.dscorecomp.com)

## 1 PRELIMINARY WORK

- A.** Get senior leadership, boards, unions, etc., on board, or if already embedded in the organization, share the changes to them.
- B.** Get all management to review website, [www.dscorecomp.com](http://www.dscorecomp.com), watch intro video, complete quiz and self assessment.
- C.** Create a group of champions (use mentors or supervisors) – train them and have them complete quiz and self assessment.
  - Continue to meet with champions/supervisors on a regular basis to assess and get feedback
- D.** Garner excitement, create posters, etc., to share to all employees.
- E.** Develop a communication plan.
  - To staff, families and people supported, plain language
  - Use social media, flyers, posters, newsletters, etc.

## 3 FORMAL INTRODUCTION TO MODERNIZED CORE COMPS

- A.** Send out communications or share at team meetings what and why we are committing to the core comps
- B.** Share the implementation plan.
- C.** Have all direct support staff register and complete intro training and quiz and can start to complete self-assessments.
- D.** Train the champions and all Supervisors/Managers on the coaching process
- E.** Have formal training sessions to explain core comps and practice together. To include training on how to use the website.
  - Lunch and learns.
  - Newsletters with activities or challenges for staff to complete.
  - Recognition for employees demonstrating competencies.

## 2 BEHIND THE SCENENS

- A.** Review and revise Job descriptions, postings, policies and interview questions to reflect the modernized core comps
- B.** Review and update orientation and evaluations to reflect modernized core comps for growth and development. Could create a self-development guide.
- C.** Update any websites or internal systems.
- D.** Create educational resources and materials such as posters, games, videos that can be used at team meetings and trainings.
- E.** Add Core Competencies to all staff meeting agendas.

## 4 FOLLOWUP AND COMMITMENT

- A.** Ongoing monthly review of one core comp at team meetings
- B.** Coaching and development support to those who wish to develop in the competencies.
- C.** Continue to promote website and tools. Use the developmental resource guide on the website for activities.
- D.** Continue to use the behaviour-based interview approach. Training for managers in how to complete interviews.