


Engage. Model. Practice



Work Together, Learn Together

Moving Away From a Traditional Management System to a Collaborative Approach

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Where are they?!



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Objectives

1. Identify tools for moving from a traditional management system to a collaborative approach
2. Learn how to use job crafting to create an engaging workplace
3. Develop a comprehensive checklist for employee accountability
4. Identify three key strategies for increasing employer-employee partnerships

Objectives.

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Traditional Management



1. Control
2. Rules
3. Regulations
4. Boundaries

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<p>1 Collaboration </p>	<p>4 Accountability </p>
<p>2 Engagement </p>	<p>5 Partnerships </p>
<p>3 Participation </p>	

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Collaboration

1. Be a collaborative leader
2. Set a mission and vision
3. Build together
4. Understand your team
5. Offer mentorship
6. Application




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Engagement




1. Technology	6. Recognition
2. Connection	7. Support
3. Compassion	8. Tools
4. Communication	9. Flexibility
5. Belonging	10. Motivation

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Engagement




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Engagement



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Participation

- Initiatives
- Self-Care
- Communication
- Community
- Mentorship

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Create Initiatives

- Internal campaigns
- Discipline
- Transparency
- Efficiency
- Teamwork

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Self-Care

- Recharge
- Unplug
- Friends
- Family
- Mental
- Physical

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Communication

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Community

- Interest
- Action
- Place
- Practice
- Circumstance

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Mentorship

- Weekly Check Ins
- Peer Support
- Caseload
- New BCBA
- BCaBA

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Accountability



1. Create policies
2. Document processes
3. Balance rules and happiness
4. Use communication strategies
5. Use remote technologies

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Accountability



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Accountability



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Partnerships

- Ownership
- Trust
- Bi-directional Feedback



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Partnerships

Ownership

- Taking initiative
- Taking responsibility
- Stepping up
- Power to dictate operations and function



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Partnerships

Trust

- Focus on Foundational Elements
- Understand employee goals
- Align words with actions



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Partnerships

Bi-directional Feedback

- Two-way street
- Giving and Receiving
- Early
- Sensitive
- Transparent
- Respectful

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Employee Feedback

The collaboration that happens among team members despite the distance and being able to reach clients in other areas of the country that might not otherwise have access to services.

Tons of support and motivation!

I love working at K-New because I get the opportunity to provide services to children and families who otherwise would not have access to ABA. Through telehealth, I get to enjoy meaningful assistance in others' lives regardless of geographical boundaries.

I love working at K-New because it feels like family! We all get to collaborate with each other and utilize everyone's unique knowledge and skillset. K-New empowers and encourages me to have a work-life balance, which I very much appreciate!


Love our team! We have a great group of Abigail and Vivian. We work together and support each other with to ensure we are providing family-focused, positive ABA services to our clients.

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