



nds (Queensland)

Communities of Practice Conference

24th – 25th October 2007

Engaging Staff & Stakeholders in Mission and Value Base

Presented by Ric Thompson

Inclusion Works

Townsville, Queensland.



Invitation to the act of “praxis”



**Praxis – “to reflect, and
then act upon such
reflection”.**



**“I have before me today
many challenges,
much to do,
which means I will
have to pray
an extra hour”**

Martin Luther King

5 MINUTE SURVEY

- 1. Does your organisation have a defined and documented mission statement and associated values statement?**
- 2. Can you, other staff and key stakeholders clearly and concisely, describe your organisation's mission and values statement?**
- 3. Have you or do you call upon regular opportunities to pause and reflect on the meaning and associated practices related to your mission and associated values?**
- 4. Does your organisation take into consideration the organisation's mission statement and values in the selection and appointment of staff?**



Mission Statement

Def: (n) Formal summary of the aim(s) and values of a company, organisation and individual.

A mission statement is a promise of organisational behaviour

St. Benedict



Mission Statement

**Inclusion Works is
a community organisation
that helps build
better communities
through the inclusion
of people with a disability**

What are Values?

- **Values are personal (organisational) insights/beliefs that act as signposts to assist us in our moral decision making**





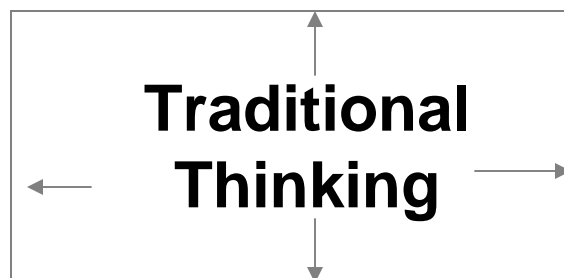
Foundation Principles

1. **“You have to believe that people with disabilities have a place in community and capacity to contribute to the development of community.”**
2. **“You have to believe that some community members have the capacity and willingness to welcome people with disabilities and their families.”**
3. **“You need to let go.”**

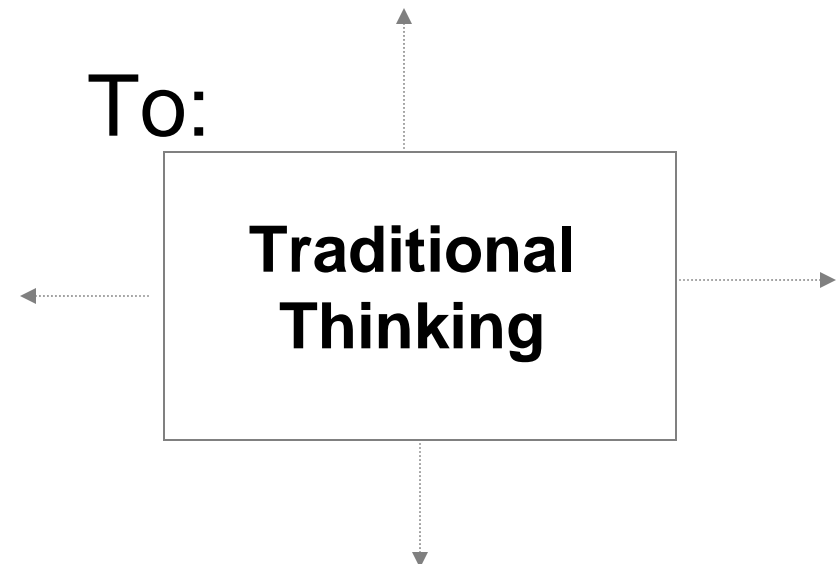
“Power of 10”

- The power of 10 is a deliberate process of using the concept of the multiple of ten (10) to take us beyond the boundaries of our traditional thinking.

•From:



To:





Example : Foundation Principle 1

“You have to believe that people with disabilities have a place in community and the capacity to contribute to the development of community”



Power of 10

- 1. Identify gifts etc**
- 2. Seek out views**
- 3. Know community**
- 4. Know roles**
- 5. Identify contributions**
- 6. Visualisation**
- 7. Identify supports**
- 8. Build supports**
- 9. Safeguards**
- 10. Let go !**



QUESTIONS.

If we consider “values” as an important part of our personal and professional practice how can we protect and maintain them ?

**“ Values may differ
but the means of
maintaining and securing of
values
may be similar over time”.**

**What can we learn from “faith
communities” ?**



New Norcia Benedictine Community

Faith Communities:

1. Have, know and are committed to their values.
 - How well known is your organisations mission/value base?
2. Have documented their value base.
 - Do you have documentation that clearly identifies and promotes your/organisational value base ?
3. Call upon documents & texts that support their values.
 - Do you gather around you documents / texts that help educate, support and maintain your/organisational values ?

Faith Communities:

4. Share values within a defined community.

-Do you work alongside and establish supportive networks that share your/organisation value base?

5. Regularly participate in ceremonies and rituals.

- Do you have ceremonies and rituals that honour your/organisation value base ?

Faith Communities:

6. Take time to meditate and contemplate values.

-Do you take time to *be still* and focus on your/organisation value base and associated practice through meditation and contemplation ?

7. Gather and display religious icons.

- Do you have icons / symbols / images around you that reflect and capture your/organisation value base ?



Faith Communities:

8. Reflect seriousness through dedicated study.

- Do you allocate and dedicate time to review, reflect and document your/organisation values by way of keeping a regular, and on-going journal?

9. Commit, resource and participate in pilgrimages.

- Do you provide yourself with the opportunity to return to those places where your values are anchored?

10. Have a raised level of consciousness regarding potential threats.

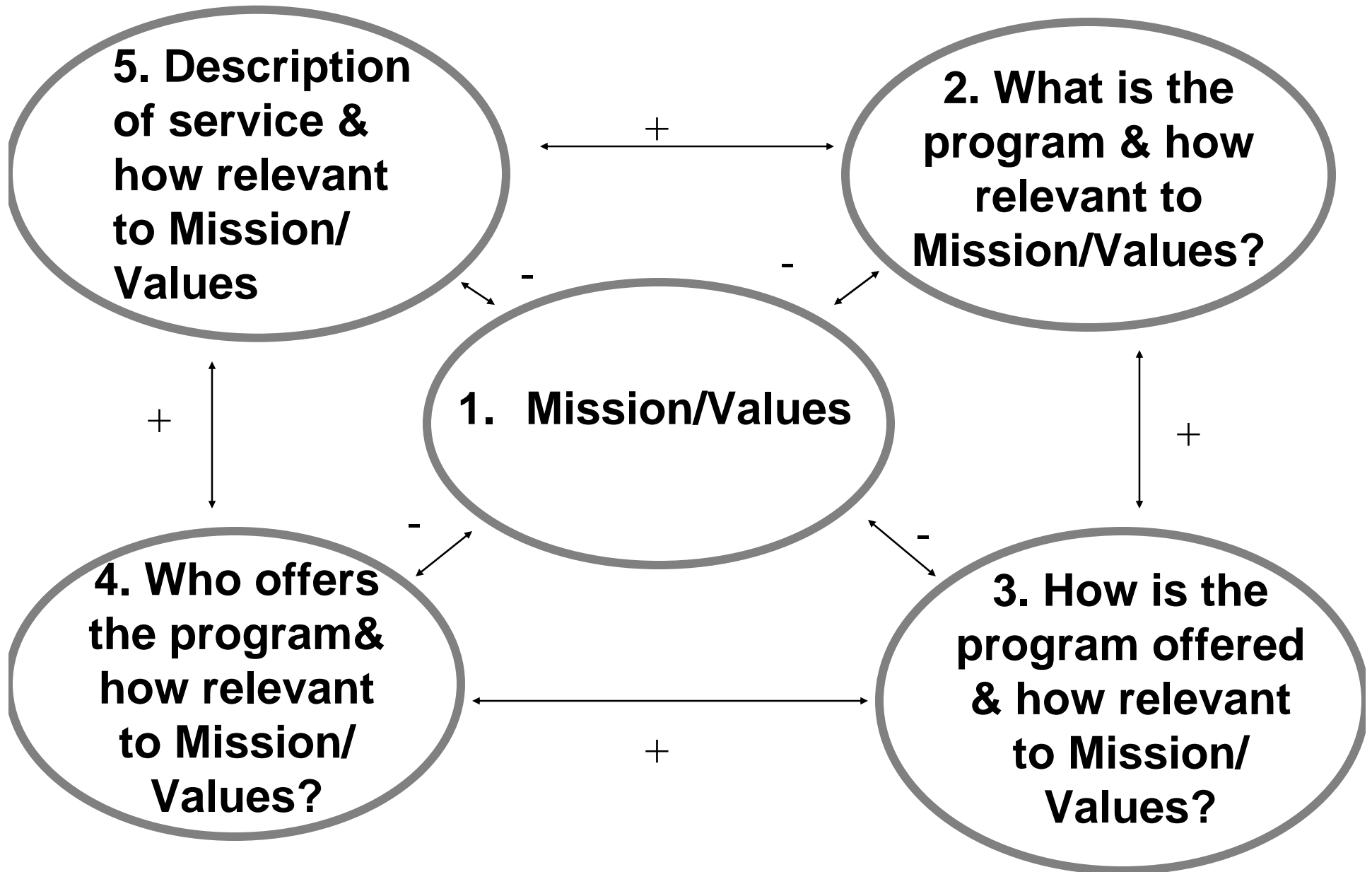
- Are you aware of the many forces working against your value base and have strategies to respond respectfully ?



Definition – Safeguarding

**“The deliberate
process of
protecting ones
beliefs goals and
strategies”**

Model Coherency Analysis / Coherency



**“When an organisations mission
is consistently coherent,
based on it’s identified
mission/values
then it may be
seen as complete.”**



*“This above all
To thine own self be true
As it must follow
As the night the day
Thou canst be false to any man.”*

Hamlet Act 1 Scene 3.



Please consider.....



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