



The Seven Rs of Team Building: A Review

As parents helping other parents, we have learned from time to time to expect the unexpected. This element of our work is both stimulating and motivating, and even challenging. Sometimes this means feeling unprepared for situations we encounter. Truthfully, feeling unprepared is not comfortable, and, in fact, can be stressful! How do we handle these feelings? The authors of this article encourage us to think about our teams using seven relationship-based strategies to ease stress, help us focus on the family issues, and feel confident in what we are doing. What follows are brief descriptions of these “seven R’s”: reading cues, regular routines, respect, reinforcement and support, resilience, reflective supervision, and repair.

Reading Cues—the importance of being sensitive to and supportive of a team member when we sense they are “not themselves”—our ability to “read” each others’ cues—will more likely carry over into our work with families.

Regular Routines—established procedures allow staff members of relationship-based teams to meet regularly to focus on their work with families and discuss team issues.

Respect—mutual respect is as much a guiding principle among relationship-based teams as it is in their communication with family members and community partners.

Reinforcement and Support—from administrators to team members, all actively work together to be sure that professional needs are addressed.

Resilience—with an emphasis on “shared decision making” team members remain cognizant of mutual goals and philosophy as they address programmatic issues that arise.

Reflective Supervision—this regularly scheduled process is integrated into the organization to allow teams to learn from each other in individual or group supervision.

Repair—the ways that “preventative maintenance” can be used when teams are challenged by change, inadequate planning, or breaches in communication.

Keeping these seven Rs in mind can help us work more effectively individually and collectively as team members.

Adapted from Zaremba, M. (2005) The seven Rs of team building: a review.* Updates (UNM Center for Development & Disability) August.

*Brunell, J., & Schneider, E. F. (2004). The seven Rs of team building. Zero to Three. November.

NETWORK WELCOME

We are pleased to welcome two new members to the Family Voices family—**Lamar Landry** and **Albert Truehill** from **Louisiana**. With degrees in Computer Information Systems, both Albert and Lamar have knowledge of and experience with Internet information technology. They have set up information, data and Internet systems for Family Voices of Louisiana. They regularly attend network agency meetings and staffings for Early Childhood Supports and Services (ECSS), perform site visits to various ECSS regions within the state of Louisiana, and assist with focus groups for parents with children with special health care needs. Lamar is the sibling of a sister with special health care needs and son of Phyllis Landry-Ratcliff. Join us in welcoming Lamar and Albert.



ReCap of FV Talk

This information is a summary collected from Family Voices Talk listserv

Resources, News, & Stories

- http://hosted.ap.org/dynamic/stories/M/MOVIES_DISABLED?SITE=WABEL&SECTION=HOME&TEMPLATE=DEFAULT

Theaters agree in an accord with the New York state Attorney General to help blind, deaf get access to movies.

- <http://www.chicagotribune.com/features/health/chi-0512050093dec05.1,1420963.story?ctrack=1&cset=true>

Parents roll dice on insurance: article on one family's struggle with insurance premiums.

- <http://theedge.bostonherald.com/teenNews/view.bg?articleid=115499>

Autistic license: Teen filmmaker sheds light on his own disorder in a self-made film.

- <http://www.ajc.com/metro/content/metro/1205/09medicaid.html>

Parents caught in Medicaid crunch. A piece about a family's hardship in Georgia with waiver programs .



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Do not wait; the time will never be 'just right'. Start where you stand, and work with whatever tools you may have at your command, and better tools will be found as you go along.

--Napoleon Hill

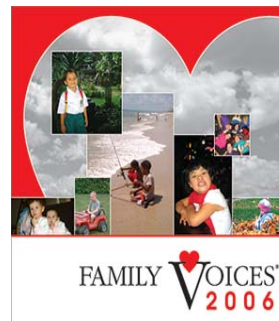
GIFTS

During this holiday season, please consider asking friends and families to make secure, on line donations to Family Voices: Family Voices, 2340 Alamo, SE, Suite 102, Albuquerque, NM 87106. To learn more about how you can help and how financial gifts are used, please visit our website at www.familyvoices.org.



GRAND OPENING OF THE FAMILY VOICES STORE

Looking for the perfect holiday gift for a friend, relative, special caregiver or community partner? Look no further than the NEW Family Voices Shop. Explore a nice selection of gift items and FV apparel by going to <http://www.cafepress.com/shopfv>. What a great way to spread the word about Family Voices!



The Family Voices Calendar is ready for you to purchase. What a great gift! Family Voices Calendar is a must-have for the holidays! To order: please visit our web site and either click on the PayPal link or, for payment by check, print a catalog order form and submit it to the National Office by postal mail with the check enclosed.

To receive "Friday's Child" on e-mail:

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To become a member of our family and for more information please visit our website: www.familyvoices.org

FAMILY VOICES®

2340 Alamo SE, Ste. 102 Albuquerque, NM 87106

Phone: 505-872-4774 Fax: 505-872-4780

Toll-Free: 1-888-835-5669

Email: kidshealth@familyvoices.org