CORE COMPETENCIES

Developmental Services Workforce Initiative

Official newsletter of the PCL Core Comp Team
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PARENTS FOR COMMUNITY LIVING

CORE COMPETENCIES FEATURED IN THIS ISSUE:

✨ Problem Solving and Decision Making

✨ Resource Management.

The Core Competencies are based on professional traits and behaviours designed to recognize and promote the personal motivations and the professional traits and behaviours that exemplify the best employees in the sector.
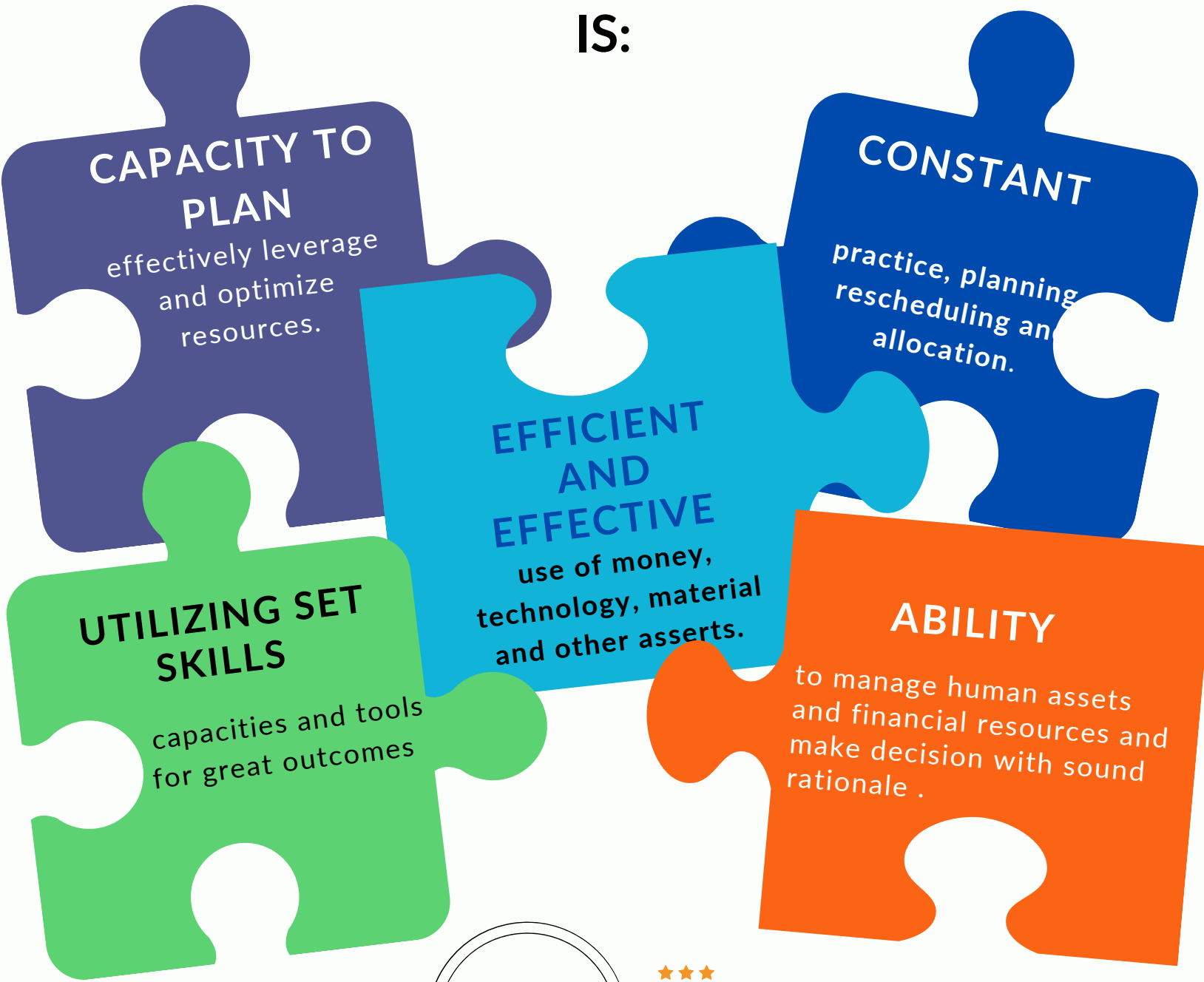
Visit the new Core Competencies Website:
https://provincialnetwork.ca/core-competencies/

TEN CORE COMPETENCIES

- Advocacy
- Building Relationships
  Championing Change and Innovation
- Facilitating Growth and Development
- Inclusive Leadership
- ☀ Problem Solving & Decision Making
  Resilience
- ☀ Resource Management
- Strategic Thinking
- Valuing Equity, Diversity, and Inclusion

Core Competencies were developed for Ontario's Developmental Services

RESOURCE MANAGEMENET IS:

CAPACITY TO PLAN
effectively leverage and optimize resources.

CONSTANT
practice, planning rescheduling and allocation.

EFFICIENT AND EFFECTIVE
use of money, technology, material and other asserts.

UTILIZING SET SKILLS
capacities and tools for great outcomes

ABILITY
to manage human assets and financial resources and make decision with sound rationale .

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Resource Managment Activity

How to Play - Legos

Need: enough people for at least three people in a team.

- Team Of three members will be given a limited amount of Legos.
- As a team, manage to build something meaningful with the limited resources of Legos given. Time limit of 5 minutes
- After building with your team mebers, indcate what you built discuss it, and explain how you managed your resources.

After the activity, ask your team members to think about the strategies they used. Discuss these questions:

What management skills could you have used to utilize the limited resource.

What could they have done better?

What you did best?

PROBLEM SOLVING & DECISION MAKING INVOLVES:

- Demonstration of behavior that enables one to identify and solve problems by understanding the situation.

- Process of a series of steps that you follow to arrive at a choice or a solution.

- Diagnosing and analyzing complex situations to conclude on the right and successful way forward or outcome

- The process of achieving a goal by overcoming obstacles and all hindrances alongside having a clear and rational mindset .

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PROBLEM SOLVING ACTIVITY

✾ In advance of your meeting - Program Supervisors or facilitators generate a list of problems/challenges your team faces (staff and people supported). Or you can have staff come up with problems at the meeting.

✾ Work in pairs and choose a problem to work on.

✾ Use the steps provided below to solve the problem.

✾ Record the outcome and share.

STEPS FOR PROBLEM SOLVING