



# CORE COMPETENCIES

## Newsletter

### September, 2024 - Volume 2

#### CORE COMPETENCIES FEATURED IN THIS ISSUE:

- Problem Solving & Decision Making
- Resource Management



**The Core Competencies are professional traits and behaviours that exemplify the best employees in the sector. They help to build the skills to deliver quality supports for people with developmental disabilities.**

#### THESE ARE THE MODERNIZED TEN CORE COMPETENCIES:

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









# FEATURED CORE COMPETENCY

## Creative Problem Solving & Decision Making





### 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



## 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



Visit the new  
Core Competencies Website:  
<https://provincialnetwork.ca/core-competencies/>

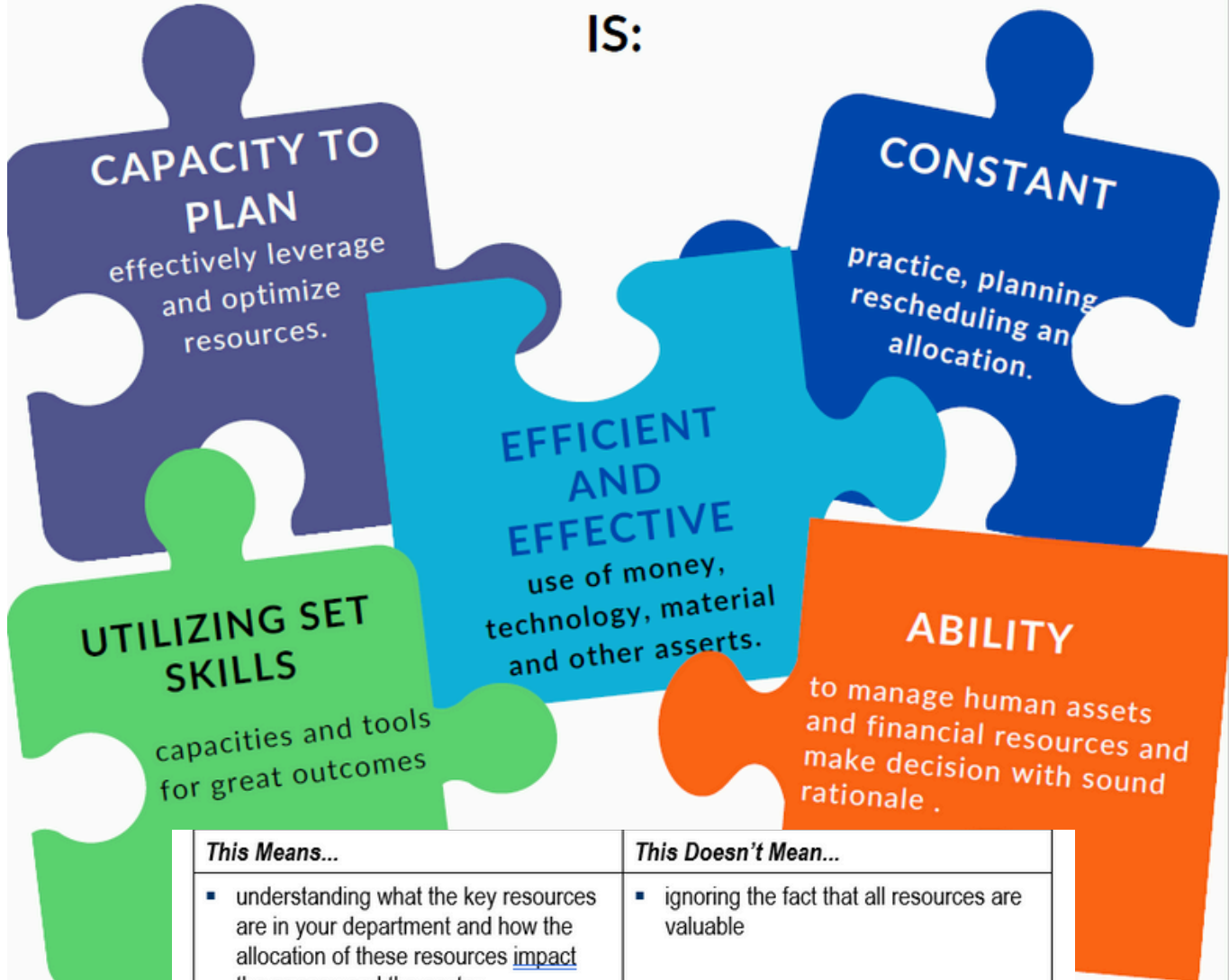


# FEATURED CORE COMPETENCY

## Resource Management

### RESOURCE MANAGEMENT

IS:



<i>This Means...</i>	<i>This Doesn't Mean...</i>
<ul style="list-style-type: none"> <li>understanding what the key resources are in your department and how the allocation of these resources <u>impact</u> the agency and the sector</li> </ul>	<ul style="list-style-type: none"> <li>ignoring the fact that all resources are valuable</li> </ul>
<ul style="list-style-type: none"> <li>ensuring that projects/initiatives are completed in an effective and efficient manner while maintaining or improving current quality standards</li> </ul>	<ul style="list-style-type: none"> <li>using resources without regard to the costs associated with waste, i.e., inefficient use of time, supplies, personnel</li> </ul>
<ul style="list-style-type: none"> <li>acting in a responsible manner when using the agency's resources</li> </ul>	<ul style="list-style-type: none"> <li>using the same combination of resources to achieve business goals without investigating more effective alternatives</li> </ul>
<ul style="list-style-type: none"> <li>trading resources with other agencies in the sector <u>so as to</u> achieve greater efficiency</li> </ul>	<ul style="list-style-type: none"> <li>exclusively keeping your resources within your department and not sharing them with other areas</li> </ul>
<ul style="list-style-type: none"> <li>utilizing resources to meet current and future business goals, with a view and tie-in to the tactical and strategic aspects of the agency and sector</li> </ul>	<ul style="list-style-type: none"> <li>using resources to attain present goals without thinking of future implications</li> </ul>

## Resource Management, Activities to Assist with Competency Development at the Emerging Level:

- Make a list of goals for the people you support and identify the resources they need to achieve them.
- Identify a goal you, your team or someone you support has and make a timeline for achieve the goal.
- Identify 3 barriers that impact an ability to achieve a goal and brainstorm potential solutions to the barrier.
- Create a mind map of the various people, agencies, organizations or groups that the person you support is connected to. Identify the gift and value of each of these connections.
- Identify 2 people who have demonstrated an ability to achieve a goal. Meet with them to discuss what resources they find helpful.
- Prepare a draft budget for someone you support. Identify ways that their budget can support a goal they have.
- Create a table with supports/ benefits that people with disabilities can access. Indicate the criteria and benefit for each support.



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