Peer Organizations:
Nothing About Us Without…..
which ones of us?

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Outline

I. Introductions and overview
II. Working assumptions
III. Brief review of Intentional Peer Support principles and the
      Recovery Principles
IV. Review of individual and system behaviors which are inherent
      to long-term operations
V. Identification of personal counter-checks which prevent automatic
      and expedient decisions, often in contradiction to stated individual
      principles
VI. Identification of structural and process system counter-checks
      which can prevent automatic and expedient decision-making,
      often in contradiction to stated organizational principles
VII. Maintaining the integration of counter-checks with IPS and
      Recovery Principles.

Overview

We all are naturally inclined to efficiency methods for implementing the quickest paths to organizational coordination. Work demands, timelines, home challenges, days in which we find ourselves off-center, etc., can combine to nudge us into a closed decision-making mode which can usurp the natural power and creativity of the group.

We will look to assemble a collection of options for preventing unintended and unnecessary impediments to group cohesion, adaptation, and functioning.

Assumptions

- 1. "The first rule in life: pay attention." – Mentor of mine

- 2. "He who knows only his own side of the case, knows little of that." John Stuart Mill

- 3. Relationship trumps all other factors in human endeavors.

- 4. It is normal for humans to gravitate towards paths of expediency and least resistance.

- 5. Although some behaviors are normal, they can be self-defeating and require us to purposefully develop proactive methods of containment and counter-checks.

- 6. Modeling is a powerful form of teaching.

- 7. Process transcends content

Related IPS/RecoveryPrinciples

- <u>Intentional Peer Support</u>
- Connection
- Worldview
- Mutuality
- Moving Forward

- <u>Recovery Principles</u>
- Self-determination
- Strengths-based
- Individualized
- Peer Support
- Respect
- Responsibility

Normal patterns which can impede

- Review of individual and systems behaviors which are inherent to long-term operations
- We are hard wired to be self-protective
- Paths of least resistance
- Expediency for the sake of not wasting time
- Those part of the original organization or concept development become the experts
- Content becomes important to protect, often at the expense of process and principles

Individual Counter-Checks

- Mindfulness patterns

- Orientation to ethics

- Peer values/practice standards

- Role expectations

- Role boundaries

- Invite alternative explanations

- Ask for more information

- Wellness practices

- Tell our stories; weave into naturally occurring opportunities.

System Counter-Checks

- Consistent review of decisions against IPS/Recovery principles (decisions, not statements, are the evidence)

- Development of a non-defensive communications culture

- Agreements/commitment to always communicate

- Proactive naming of the limitations of our well-intended decisions and planning

- Process observers and reporters for planning and decision meetings

- Routine and regular requests that newer Peers begin sharing leadership responsibilities

- Preserving a portion of meetings for public appreciation for small but helpful acts noticed

- Weave our stories into naturally occurring opportunities

Vignette

- A group of local Peer leaders meet to

- Which will require maximum collaboration to

- But the organizations are diverse, and some even believe

- Yet for any one organization to do this alone would risk the loss of

- Each organization wants to preserve their own identity, and doesn't want to be perceived as   .

- _____

- SO, let's apply some IPS and Recovery principles now to help them coalesce in this meeting. (With a couple of process observers)