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Person Centered Thinking and Practices for Senior Leadership

There is a popular myth that Person Centered Practices are only to be used for people who use our services. We need to change this thinking to realize that the use of Person Centered Practices within our organizations can lead to strengthen the work we do and how we work together.

As Leaders, we have developed ways to do our work. The question is, however, do we get the results and buy in we desire? The use of PCT skills and concepts create the opportunity for those in Leadership roles to look at how we approach our work currently and ways to do things a little differently. Perhaps there is a need to move from a “Power Over” approach with those we supervise to a “Power With” approach. Maybe we need to have ways to listen better and act on what we hear. Is there a need to improve clarity of expectations and accountability? These are things many organizations find challenging. PCT skills can create a framework used to support a culture shift to one that promotes Partnership, Accountability and Learning within the organization.

Come join **Bob Sattler** for a 2-hour session on discovering how to use Person Centered

Practices to support and strengthen your entire organization.

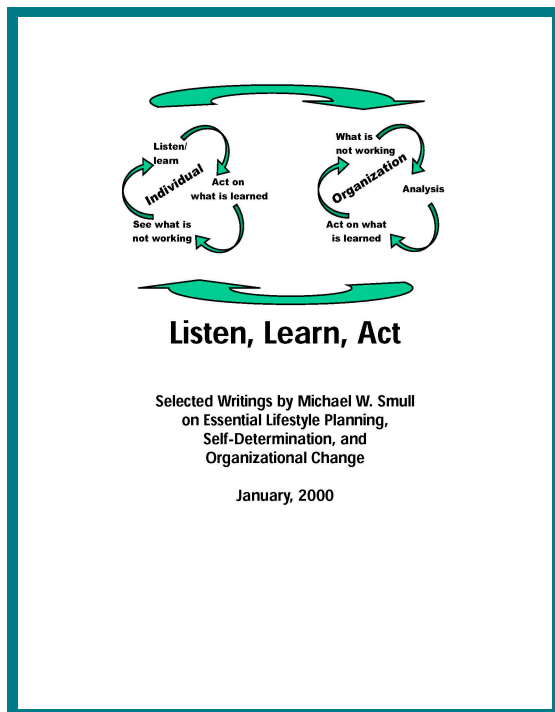
Register for Person Centered Thinking and Practices for Senior Leadership on Eventbrite

November 15th

Session One at 10 AM EST <https://www.eventbrite.com/.../person-centered-thinking...>

Session Two 2 PM EST <https://www.eventbrite.com/.../person-centered-thinking...>

“Empathy fuels connection; sympathy drives disconnection.” Brene Brown



The roots of person centered thinking and planning can be found in the writings and practices of Wolf Wolfensberger, John O'Brien, Marsha Forest, Jack Pearpoint, Michael Smull, Beth Mount, Susan Burke Harrison and others.

The many contributions of Michael Smull to this approach to thinking and planning with people with intellectual and developmental disabilities (which has grown and expanded to everyone, everywhere and all of the time) includes the development of Essential Lifestyle Planning. It remains one of the gold

standards of planning with the person.

Essential lifestyle plans are developed through a process of [listening, learning and acting](#). In this document, you'll find a collection of articles on its purpose and practice. An approach to planning that supports people in living the good quality life they deserve. These selected writings by Michael W. Smull include his thoughts on Essential Lifestyle Planning, Self-Determination, and Organizational Change. (January, 2000)



Welcomes you to be a part of our growing Team!
Our **Person Centered Thinking Coordinator position**
was created perhaps just for you (or someone you know):

- Dedicated to and inspired by Person Centered Thinking and Practices
- Lead multiple efforts that impact the lives of individuals and families served
- Help others imagine creative ways to use Person Centered skills in their daily work, and support employee personal and professional development
- Collaborate with fellow employees and community members to make best practice Person Centered Thinking information available

Sounds good? Check us out at [TCRC](#) and see where
the future may take you.

Contact us:

jobs@tri-counties.org

The California Gatherings Committee

Trudy Grable • Liz A. Rodgers-Ponce • Cindy Gillam Sullivan • Bill Allen • Chris Miller
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