

Thriving in Uncertainty: HPOG Hot Ideas!

Made with an open mind

DR. NICOLE JAN 25, 2021 10:57AM

How-To Post Instructions

1. Double-click anywhere on the screen or the pink bubble w/ '+'
2. Place your cursor at the top of the post-it note and type the name of your HPOG program
3. Hit 'Enter' and type HPOG Hot Ideas you can't wait to apply back home
4. Bonus: you can add some bling by clicking the three dots on the bottom right corner of your post-it. Select what you want to add. Possibilities are endless!



HPOG VOATX

1. Innovative
 2. Flexible
 3. Adaptation
 4. Compassion
 5. Transparent communication
- Flip the script on adversity!



Ex. HPOG Baltimore Breakers

1. We'll end each team meeting with a #ASK-#GIVE activity where folks can make a request of the team AND contribute something to the team.
2. Add as many as you like....



HPOG CCAC, Pittsburgh, PA

Our strengths:

- 1.Loyalty
- 2.Determination
- 3.Caring for each other
- 4.Empathy
- 5.Teamwork
- 6.Creativity

3 that we would keep:

- 1.Teamwork
- 2.Empathy
- 3.Creativity

What would we like to build on and continue:

- 1.Disruptive innovation - push beyond comfort zones both internally and externally, contact the key stakeholders across departments!
- 2.Push boundaries, grow outside of comfort zones, continue to promote flexibility and creativity

Newly emerging strengths and ways of working:

- 1.Use of technology - zoom
- 2.Thinking outside of the box - efficient service options
- 3.More alignment with strategic partnership development to produce better outcomes

#disruptiveinnovation

#creativityand flexibility

#hpogstrong

#pittsburghrocks



HPOG Alamo Colleges

1. Create a psychological safe space
2. Continually develop and improve a hybrid training model
3. Increase mandatory fun events for team building
4. Strengths finder
5. Teach a man to fish
6. Be even awesome-er!

HPOG CCC (Anna, Becky, Kendall, Jessie, Lisa)

Our strengths:

1. positive affirmations
2. Support
3. laughter/humor
4. Recognition
5. Flexibility

What we would keep:

1. Positive Affirmation
2. Laughter/Humor
3. Creativity

What we would like to build on and continue:

1. Friday self-care time, open webex for open lunches to just 'be' together. This would be to help us maintain our connectivity, vulnerability, understanding, and value of differences between each of us on our team. The agenda allows us to continue to be authentic and setting our intentions of what we want and expect out of each other.
2. Continue the 'shout-out's' at the beginning of our staff meetings.
3. Brainstorm and find a way to promote more mental health supports for our students.
4. Increase awareness of internet/zoom/social media etiquette with career coaches AND success coaches
5. Make use of the virtual card deck; sharing it with the team and brainstorming ways to best use the tool.

HPOG Edmonds College (Maureen, Marshanell, Sladjana, Matt)

Things to Keep/Strengths

1. Technology program
2. Collaborative w/ partners and team (between organizations)
3. Innovation (i.e. bringing on new positions)
4. Intrusive outreach
5. Compassion
6. Clarity of communication w/ team, partners, and students

Emerging Strengths

1. Continue to use data to inform decision making
2. Continue to be risk takers
3. Honor the past while looking toward the future with creativity

HPOG Chicago State University

1. Willingness to learn
2. Sustainability
3. Flexibility
4. Communication - hearing participants and staff
5. Resourcefulness
6. Resilience

Top 3 strengths:

1. Willingness
2. Communication
3. Sustainability

What would we like to build on?

1. Technology growths; remote learning (Moodle), social media platforms, shared files, auto signatures, remote intakes
2. Revised office processes, streamlining the process
3. Expanding communication and recruiting efforts to further areas for online learning.



HPOG CAP Tulsa

1. Innovation- willingness to adjust to the needs of others and meet people where they are.
-Trust- we are on the right track, we have the right people
-Continuation of services- however that takes place! Extreme flexibility.
- Collaboration- goal-minded organizations working towards the common goal.
-Transparency- share, clarify, explain, share your "why" so that everyone understand the purpose
2. Top 3 strengths: Collaboration with community partners, Innovation to always get the work done, Transparent communication with all individuals involved
3. We want to continue: Serve people through a crisis: feel prepared, flexible, and able to meet specific needs (ex. overcoming a benefits cliff)
***Meeting any need that arises: Laptops, hot spots, emergency assistance with bills and rent, childcare for healthcare workers
Story: Assisted a customer with rent and car payment near the beginning of the COVID crisis, and have supported her with technology to enroll in a new program to grow her skills and advance in her field. We have helped her feel stable throughout this.

WE ARE READY :)

1. Innovation – ANONYMOUS

HPOG - CSIU/WATCH Project

1. Keep a modified intake process - it is working!
2. Continue to provide virtual opportunities for participants and staff (peer support group meetings)
3. Capitalize on the team's strengths
4. Designate 10-minutes of each team meeting with a "kick-start" question/selfcare.
5. Keep at the forefront of our program, our participant's values, wants and needs
6. Continue to strengthen our relationships with partners ensuring we use all of the resources within the community.

love #4! – ANONYMOUS

HPOG VOA-MI

Greatest Strength to keep and grow

1. Our current team/Cohesivness
 2. Training provider network
 3. Technology (support)
 4. Wellness Wednesday
 5. Fun topics
 6. Remote enrollment/same requirements
- Things to bring back home
1. Change Cards
 2. Being open with "What stresses your team and what recharges your team.
 3. More training/ participant support groups/workshops

HPOG Montefiore BX

1. We spent a lot of time on the wellness on the participants and we want to focus more on the wellness of our team. Working with more team activities.
2. To continue to have the option of conducting verbal consents when needed.
3. Virtual Self Care / Team gatherings.
4. To learn to be a little more empathetic and have more patience with our participants.
5. **3 Strengths:**
 - a. Flexibility
 - b. Empathetic
 - c. Team WorkWe feel that we never fell off and believe these strengths are what keeps us going. #NYSTRONG
6. **Keep and Build Upon**
 - a. To keep our participant gainfully employed.
 - b. To ne the motivating factor is helping them advance in education.
 - c. To help the community at large by providing the necessary workforce to keep our community healthy.
7. **New Emerging Strengths**
 - a. Learning and getting access to remote learning for our participants.
 - b. More funding to sponsor health care trainings.

Leader - Marie; Reporter Jen - Recorder Damaris and Timekeeper Edith – ANONYMOUS

HPOG HOPES - PCC

1. Flexibility
2. Continued open communication
3. Continued virtual flexibility for students and staff
4. Supporting each other



HPOG Toledo - Zepf

1. Flexibility in providing services to our clients.
 2. Resiliency in adapting and changing with the various services we offer
 3. Open Communication and flexibility in thinking as a team
 4. Working better as a team; Improvement as a team
 5. Ability to design creative programming
- The things I really want our program or organization to keep and build upon, no matter how much we have to change, are: access to technology for the community we serve, impacting generations, flexibility

What would you spotlight and look to do in the future?

- 1) Creating and building partnerships ex. Owens Community College - creating a career pathway with short term certifications
- 2) Expanding on Team cohesiveness and communication

HPOG Rochester- ABC

1. The ability to pull together as a team. (add more project based opportunities)
2. Flexible Adaptation. (Continue to meet participants and partners at their level as we adapt.)
3. On-going open communication (keep it on-going :)
4. Team Unity (increase team building such as "Team Fridays" and "Change Cards")
5. Promote mindfulness and mental health.

HPOG- CITC - Alaska

1. Humor- incorporate to help reduce stress and increase team comradery
2. Interdependence- increase internal and external
3. Communication- transparency
4. Increase recruitment - incorporate new ideas and processes
5. Excited to increase face to face services to support participants and teamwork

Strengths:

- Resilient- We are resourceful
- Adaptability- We embrace change
- Teamwork- We support each other
- Communication- We are transparent and have increased communication
- Partnerships- We have internal/external partners and want to keep expanding them



HPOG - GoodCare - Virginia (Jennifer, Crystal, Heather & Ayanna)

Our Team Strengths

1. Promoting Self Care with Staff and Participants
2. Show grace
3. Growth Mindset
4. Team Spirit
5. Use challenges as opportunities
6. Focus on meeting our goals and seeing positive results

3 Team Strengths:

1. Growth mindset: the ability to see challenges as a positive and learn from them.
2. Team Spirit and Self Care
3. Showing empathy and grace towards all.

Newly emerging potential: Using new and innovative ideas to continue to provide services to our participants. Being flexible and having empathy for everyone's struggle will allow us to better serve our community.

Great Plains Tribal Chairman's Health Board

Things to keep/strengths

1. Empathy
2. Dedication
3. Commitment
4. Sense of humor
5. Guide with heart

Emerging Strengths

1. Power of Pause
2. Self-care/team care
3. 7 pillars

HCUTE

1. Seize recent adaptations to build capacity for this years programs
2. Building a wide array of relationships.
3. Celebrate our students' successes via IT
4. More staff flexibility to allow staff to for example teach more
- 5.
