



Why Every MDT Needs an MVP



REGIONAL

Children's Advocacy Centers

Four Regions. One Mission.

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Attribution & Disclaimer



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WHO'S IN
THE
ROOM?



Training Objectives



By the end of this training, participants will:

- ✿ Distinguish the difference between mission, vision and purpose.
- ✿ Explain the value of purpose in team engagement.
- ✿ Acquire tools and knowledge to assess the direction, alignment and commitment of their team and be able to create a purpose statement with their team.

The image features a stylized logo for 'MVP' in a bold, blocky font. The letters are filled with a vibrant red color and are outlined with a thick blue border. A white drop shadow is cast beneath the letters, giving them a three-dimensional appearance. The logo is centered on a white background. The overall composition is framed by colorful geometric shapes in the corners: red, purple, and blue in the top-left, and red, purple, blue, and yellow in the bottom-right.

MDT Facilitation



An MDT Facilitator tends to the relationships, communication and accountability of the MDT while fostering a collaborative environment to improve outcomes for children and families impacted by abuse.



MDT Facilitator



Understands everyone's
role and responsibilities



Keeper of the common
purpose and goals



Manages expectations

Multidisciplinary Teams



“The whole is greater than
the sum of its parts.”
-Aristotle





MDT

Case
Review





Mission, Vision, and Purpose

Create shared meaning to help unite a group of individuals around a common goal.





Definitions

Mission

- The business with which such a group is charged

Vision

- The act or power of anticipating that which will or may come to be

Purpose



Why Do Mission, Vision and Purpose Matter?

What Teams Need

Google Team Model





Mission



Mission describes who you are and how you are moving toward your vision.



A clear mission statement answers the following questions:

What do we do?

How do we do it?

Who do we do it for?



Vision



This is the MDT's "North Star"



It zooms out to give perspective to the overarching reasons for the MDT's mission.



It is the MDT's purpose, passion, or cause.



Purpose



This is your team's "why"



A clearly defined purpose gives your team meaning and helps define impact



A shared purpose helps to unite team members around common goals

PURPOSE

A
STATEMENT THAT
DESCRIBES WHY WE
EXIST AND THE IMPACT
WE WANT TO MAKE.

VISION

A
PICTURE
IN WORDS OF WHAT
FULFILLING YOUR
PURPOSE WILL LOOK LIKE
AT A DESIGNATED TIME
IN THE FUTURE

MISSION

A
STATEMENT THAT
DESCRIBES
WHAT WE DO AND HOW

*Image Credit: The Difference Between Purpose, Mission and Vision
(peoplewithpurpose.com)*

Finding Your MVP

Direction

Alignment

Commitment



Direction

DIRECTION	
We agree on what we should be aiming to accomplish together.	1 2 3 4 5
We have a clear vision of what the group needs to achieve in the future.	1 2 3 4 5
We have group goals that guide our key decisions.	1 2 3 4 5
Our work is united by a common direction.	1 2 3 4 5
TOTAL	



Source: Center for Creative Leadership

Alignment

ALIGNMENT	
Our work is aligned across the group.	1 2 3 4 5
Although individuals take on different tasks in the group, our combined work fits together.	1 2 3 4 5
People who perform different roles or functions in the group coordinate their work effectively.	1 2 3 4 5
The work of each individual is well coordinated with the work of others.	1 2 3 4 5
TOTAL	



Source: Center for Creative Leadership

Commitment

COMMITMENT	
People in the group are committed to the group.	1 2 3 4 5
People give the effort needed for the group to succeed.	1 2 3 4 5
People are dedicated to this group even when we face setbacks.	1 2 3 4 5
We trust one another to accomplish the work of the group.	1 2 3 4 5
TOTAL	



Source: Center for Creative Leadership

Assessing Your Team

Direction, Alignment, and Commitment (DAC)
Assessment - Center for Creative Leadership



Link to DAC Assessment

What We See in MDTs When DAC is Accomplished

	HAPPENING	NOT HAPPENING
DIRECTION	<ul style="list-style-type: none"> • There is a vision, a desired future, or a set of goals that everyone buys into. • Members of the collective easily articulate how what they are trying to achieve together is worthwhile. • People agree on what collective success looks like. 	<ul style="list-style-type: none"> • There is lack of agreement on priorities. • People feel as if they are being pulled in different directions. • There's inertia; people seem to be running in circles.
ALIGNMENT	<ul style="list-style-type: none"> • Everyone is clear about each other's roles and responsibilities. • The work of each individual/group fits well with the work of other individuals/groups. • There's a sense of organization, coordination, and synchronization. 	<ul style="list-style-type: none"> • Things are in disarray: deadlines are missed, rework is required, there's duplication of effort. • People feel isolated from one another. • Groups compete with one another.
COMMITMENT	<ul style="list-style-type: none"> • People give the extra effort needed for the group to succeed. • There's a sense of trust and mutual responsibility for the work. • People express considerable passion and motivation for the work. 	<ul style="list-style-type: none"> • Only the easy things get done. • Everyone is just asking "what's in it for me?" • People are not "walking the talk."

 Center for Creative Leadership

Source: Center for Creative Leadership



Addressing Challenges

- ✿ Revisit shared mission, vision and purpose
- ✿ Clarify roles and responsibilities (team charter)
- ✿ Identify cross-training opportunities
- ✿ Use onboarding to set the stage and tone for new team members
- ✿ Revisit/develop a code of conduct for the team

Ongoing Assessment and Adjustment





QUESTIONS?



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