AGENDA

Friday, October 11

4:00pm  Welcome, Michelle Schladant
4:05pm  Opening Remarks, Dean Pascal Goldschmidt
4:15pm  The Mailman Center: Where we’ve been, where we are, and challenges and opportunities for where we are going, Danny Armstrong

5:15pm  Reception
6:00-8:00pm  Dinner

Saturday, October 12

8:00am  Continental Breakfast
8:30-8:35am  Welcome and Introductions, Michelle Schladant
8:35-9:05am  How to make an impact, Dan Bier, Waisman Center
9:05-9:20am  Ready, Set, Be Creative, Michelle Schladant
9:25-10:00am  Round 1 Table Discussion
10:05-10:40am  Round 2 Table Discussion
10:45-11:20am  Round 3 Table Discussion
11:25-11:45pm  Large group feedback, Dawn Rudolph
12:00-12:30pm  Working Lunch How to make an impact in policy, Andy Imparato, AUCD
12:45-1:20pm  Round 4 Table Discussion
1:25-2:00pm  Round 5 Table Discussion
2:10-2:30pm  Large Group Feedback, Dawn Rudolph
2:30-3:00pm  How do we work together to make an impact panel discussion led by George Jesien, AUCD
3:05-3:30pm  Final thoughts, Danny Armstrong
Within the context of interdisciplinary collaboration, cultural competence and family centered perspectives, and using the integrated mechanisms of research, training, service, and advocacy, the mission of the Mailman Center for Child Development is to:

• **Address** the current diverse needs of individuals with neurodevelopmental disabilities and children with special health care needs.

• **Develop** new models of care that improve support, independence, security, and long-term functioning for individuals with neurodevelopmental disabilities and children with special health care needs.

• **Identify** genetic, biologic, environmental, and interpersonal risks that contribute to neurodevelopmental disabilities and investigate ways to minimize or prevent disabilities associated with these factors.

• **Integrate** emerging knowledge and technology to prevent or provide primary intervention to lessen the impact of conditions or illnesses that lead to neurodevelopmental disabilities.

• **Educate** professionals, families, and the community about neurodevelopmental disabilities, mechanisms for prevention, and supports and services available.
Why we do what we do?
What are our strengths?
SWOT Analysis
(Based on 32 surveys)

HELPFUL

STRENGTHS

- Diversity and quality of programs-unique interdisciplinary, active network, collaborative, holistic approach, innovation, resourceful, strong research and training
- Dedication and talent of faculty and staff-committed, talented, knowledgeable
- Reputation-university, local, state, national, 40 years of service, UCEDD
- Leadership, vision, and linkages

HARMFUL

WEAKNESSES

- Silos-limited interaction/communication, one person divisions, some programs are not aligned with mission, status quo of some, not enough mentors for junior faculty
- Infrastructure-faculty/staff shortages, lack of support from medical school, centralization of administrative functions, limited connection with leadership, need for improvements in clinical services (waitlist for appointments)
- Limited awareness, resources, and funding-poor visibility in community, lack of understanding among faculty and staff,

OPPORTUNITIES

- Expand community outreach, clinical services, and training-satellite sites, international outreach, telehealth, parent education and support
- Identify mechanisms to generate new funding streams
- Create a better infrastructure-organizational structure, better use of administrative support, recruitment and retention of faculty/staff, broader focus on lifespan
- Strengthen partnerships (within university and in community)-stronger presence and visibility in community (giving back), better integration of programs

THREATS

- Reductions in funding-how to increase funding streams and capitalize on resources (including human)
- Institutional barriers and legislative changes in health care-how to adapt to the changes?
- Geographic location-how to increase awareness and access to services in the community; how to improve synergy?

Mailman Center Survey, 10/1/2013
Welcome to the Mailman Center’s Innovation Café

Dear Travelers,

Welcome to the Mailman Center Innovation Café’. Today we will spend the day creating a network of collaborative dialogue around 5 key areas:

1. organizational structure,
2. research and contracts,
3. clinical programs,
4. advocacy, and
5. education outreach.

You will notice, that we have color coded each topic area. On the back of your nametag you will find a color next to each of the 5 round table discussions for the day. This will be the topic area that you will be traveling to for that round.

When joining your round table group, you will be greeted by a table host that will guide your group during the round table discussion. You will be asked to consider the questions on the following page and join other travelers from your group to brainstorm: where do we want to go and how do we get there?

The outcome of today’s discussions is to connect with others to share ideas on innovation, impact and sustainability.

To help you prepare for our journey, we have provided you with information on how we carry out our mission. We have also included the format for each round table discussion, the instructions for each topic area (Why are we here?), and paper for you to jot down your ideas.

Last but not least…Have Fun!

Safe Travels!

Michelle
Key questions to consider

**Organizational Structure:**
Think about our current organizational structure. Is it working or is there a better way to organize our divisions, programs, and disciplines to be more productive?

Analyze the depth and breadth of our programs that align with our mission and core functions and determine the most appropriate organizational structure for our clinical programs, research, education, and outreach.

**Research and Contracts**
What kind of research can we do that will have the greatest impact and how can we improve our synergy?

**Clinical Programs**
What should be the focus of our clinical programs that will be innovative, sustainable and have the greatest impact?

**Advocacy**
What do we need to do to engage faculty, staff, trainees, community members, parents and self-advocates in our advocacy efforts? What’s our strategy to have the greatest impact?

**Education and Outreach**
What are innovative ways to educate our diverse, interdisciplinary trainees and how can we broaden our outreach?
Traveler’s Guide for Round Table Discussions

P.S. Don’t worry, all round table discussions will be led by a table host.

Round 1: 35 minutes
• Start with a brief review of the current status (where are we now?)
• Answer the following questions: Where do we want to go? and How do we get there?
• Everybody visibly adds thoughts on post-it notes on the table.
• If things off topic come to your mind, write them on a separate paper for later use.
• Summarize key ideas on a flipchart.
• At the end of the session, the table host remains as everybody else moves to another table.

Round 2, 3, 4, 5: 35 minutes
• Start with a brief review of the current status (where are we now?)
• The host tells the story about what happened at this table before.
• Look at the main questions again and ask, “what’s missing?” add thoughts and ideas on post-it notes.
• Summarize key ideas on a flipchart.

Adapted from the http://www.theworldcafe.com
Table Host Guide

• Welcome travelers as they join the table.
• Explain the purpose by reading, *Why are we here?*
• Review current status, “*Where are we?*”
• Pose the questions for the round of conversation: *Where do we want to be? How do we get there?*
• Review the Café’ Etiquette:
  – Focus on what matters
  – Contribute your thinking
  – Speak your mind and heart.
  – Listen to understand.
  – Link and connect ideas.
  – Listen together for insights and deeper questions.
  – Play, Doodle, Draw-writing on post-it notes and flip chart is encouraged.
  – HAVE FUN!

• Remind people at your table to jot down (post-it notes, flipchart) key connections, ideas, discoveries, and deeper questions as they emerge
• Remain at the table when other leave and welcome travelers from other tables.
• Briefly share insights from the prior conversation so others can link and build using ideas from their respective tables.
• Keep time: 30 minutes for each round table discussion
  – 10 minutes to review questions and previous group’s key ideas
  – 10 minutes for question 1: Where do we want to be?
  – 10 minutes for question 2: How do we get there?
  – 5 minutes to summarize and record key ideas on flip chart

Adapted from the http://www.theworldcafe.com
ROUND TABLE:

ORGANIZATIONAL STRUCTURE
ORGANIZATIONAL STRUCTURE
Why are we here?

(For organizational structure)

- During this breakout session, your group will begin to work on a “strategic plan” for the Mailman Center’s organizational structure.

Consider the following question(s):

- Think about our current organizational structure. Is it working or is there a better way to organize our divisions, programs, and disciplines to be more productive?

- Analyze the depth and breadth of our programs that align with our mission and core functions and determine the most appropriate organizational structure for our clinical programs, research, education, and outreach.

Brainstorm ideas and answer the following questions (jot them down on paper)

- Where do we want to be?
  - What are our goals?
  - Where can we have the greatest impact?
  - Does our vision align with our mission?

- How do we get there?
  - What current resources do we have?
  - What additional supports do we need?
  - What barriers need to be overcome and how?

In a few words, summarize and record key ideas on flipchart to share with large group.
Ideas…

• Where do we want to be?
  – What are our goals?
  – Where can we have the greatest impact?
  – Does our vision align with our mission?
Ideas...

• How do we get there?
  – What current resources do we have?
  – What additional supports do we need?
  – What barriers need to be overcome and how?
ROUND TABLE:

RESEARCH AND CONTRACTS
Why are we here?

(for research and contracts)

• During this breakout session, your group will begin to work on a “strategic plan” for the Mailman Center's research and contracts.

Consider the following question(s):

• What kind of research can we do that will have the greatest impact and how can we improve our synergy?

Brain storm ideas and answer the following questions (jot them down on paper)

– Where do we want to be?
  » What are our goals?
  » Where can we have the greatest impact?
  » Does our vision align with our mission?

– How do we get there?
  » What current resources do we have?
  » What additional supports do we need?
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In a few words, summarize and record key ideas on flipchart to share with large group.
Ideas…

- Where do we want to be?
  - What are our goals?
  - Where can we have the greatest impact?
  - Does our vision align with our mission?
Ideas...

• How do we get there?
  – What current resources do we have?
  – What additional supports do we need?
  – What barriers need to be overcome and how?
ROUND TABLE:
CLINICAL PROGRAMS
Why are we here?
(for clinical programs)

• During this breakout session, your group will begin to work on a “strategic plan” for the Mailman Center’s clinical programs.

Consider the following question(s):
• What should be our focus of our clinical programs that will be innovative, sustainable and have the greatest impact.

• Brain storm ideas and answer the following questions (jot them down on paper)
  – Where do we want to be?
    » What are our goals?
    » Where can we have the greatest impact?
    » Does our vision align with our mission?
  – How do we get there?
    » What current resources do we have?
    » What additional supports do we need?
    » What barriers need to be overcome and how?

In a few words, summarize and record key ideas on flip chart to share with large group.
Ideas...

• Where do we want to be?
  – What are our goals?
  – Where can we have the greatest impact?
  – Does our vision align with our mission?
Ideas...

• How do we get there?
  – What current resources do we have?
  – What additional supports do we need?
  – What barriers need to be overcome and how?
ROUND TABLE:

ADVOCACY
Why are we here? (for advocacy)

• During this breakout session, your group will begin to work on a “strategic plan” for the Mailman Center’s advocacy.

Consider the following questions:
• What do we need to do to engage faculty, staff, trainees, community members, parents and self-advocates in our advocacy efforts? What’s our strategy to have the greatest impact?

Brain storm ideas and answer the following questions (jot them down on paper)

– Where do we want to be?
  » What are our goals?
  » Where can we have the greatest impact?
  » Does our vision align with our mission?

– How do we get there?
  » What current resources do we have?
  » What additional supports do we need?
  » What barriers need to be overcome and how?

In a few words, summarize and record key ideas on flipchart to share with large group.
Ideas...

• Where do we want to be?
  – What are our goals?
  – Where can we have the greatest impact?
  – Does our vision align with our mission?
Ideas...

• How do we get there?
  – What current resources do we have?
  – What additional supports do we need?
  – What barriers need to be overcome and how?
ROUND TABLE:

EDUCATION AND OUTREACH
Why are we here?

(for education and outreach)

• During this breakout session, your group will begin to work on a “strategic plan” for the Mailman Center’s education and outreach.

Consider the following question(s):

• What are innovative ways to educate our diverse, interdisciplinary trainees and how can we broaden our outreach?

Brainstorm ideas and answer the following questions (jot them down on paper)

– Where do we want to be?
  » What are our goals?
  » Where can we have the greatest impact?
  » Does our vision align with our mission?

– How do we get there?
  » What current resources do we have?
  » What additional supports do we need?
  » What barriers need to be overcome and how?

In a few words, summarize and record key ideas on flipchart to share with large group.
Ideas...

- Where do we want to be?
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