

The Contribution of Person-Centred Planning to  
Individualising Supports & Creating More  
Inclusive Communities

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Pursuing individual lifestyles - orienting services to more focus on individual needs & choices, & to the needs of their families & carers

Building inclusive communities so that people with disabilities have the same opportunities as other citizens

Creating more accessible & responsive public services

Living networks of conversation lie at the heart of our capacity as a human community to create the futures we want rather than being forced to live with the futures we get.

–Juanita Brown

### The Arts of Planning Together

Create hospitable space

Explore questions that matter

Encourage everyone's contribution

Connect diverse people & ideas

Listen together for insights, patterns & deeper questions

Make knowledge visible

What are the vital questions we must explore if we want to “enable & empower people with a disability so that they can participate in the community & pursue a lifestyle of choice”?

Focus on what matters

Contribute your thinking & experience

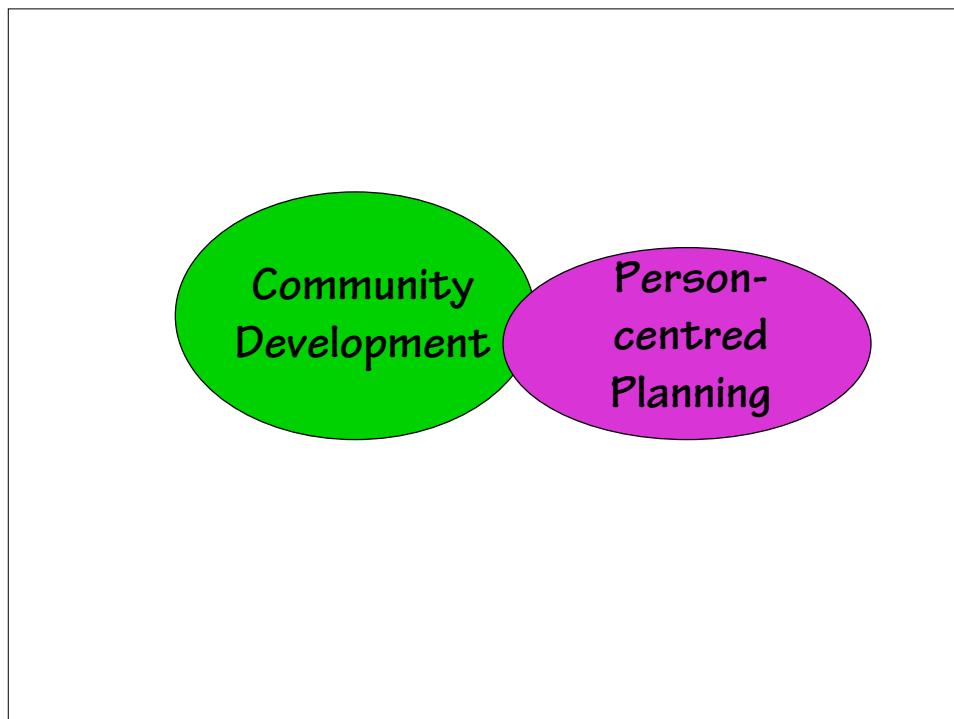
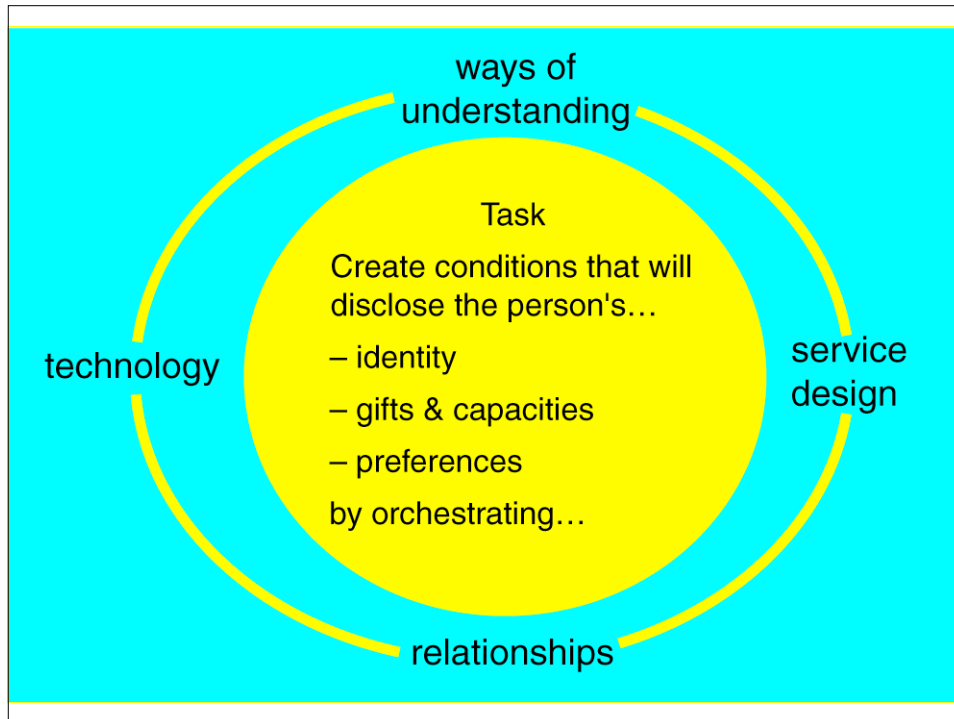
Speak from the heart

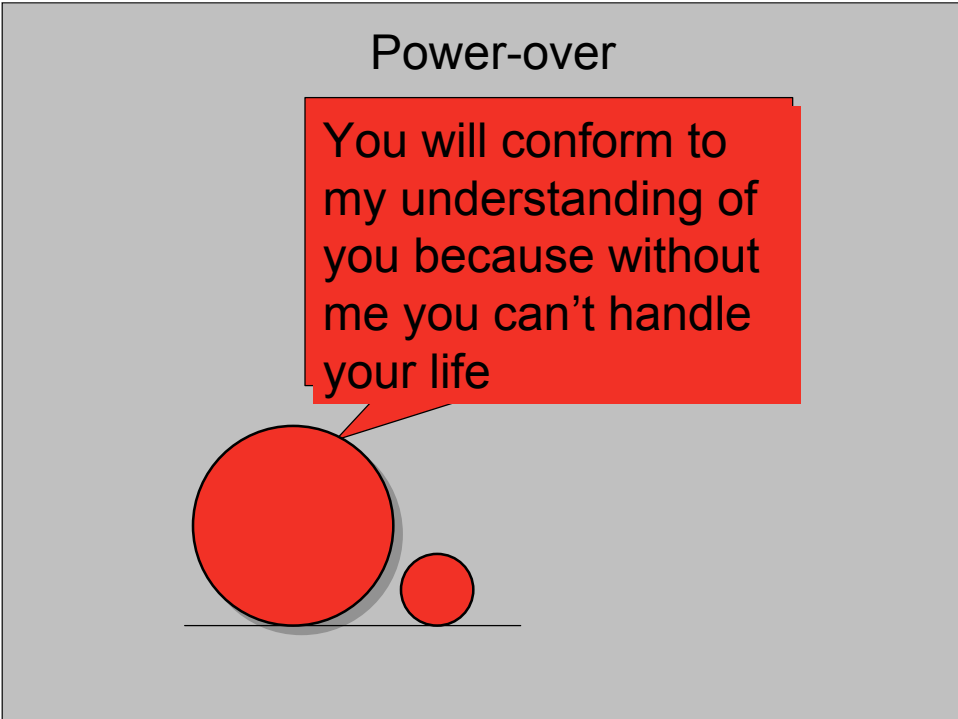
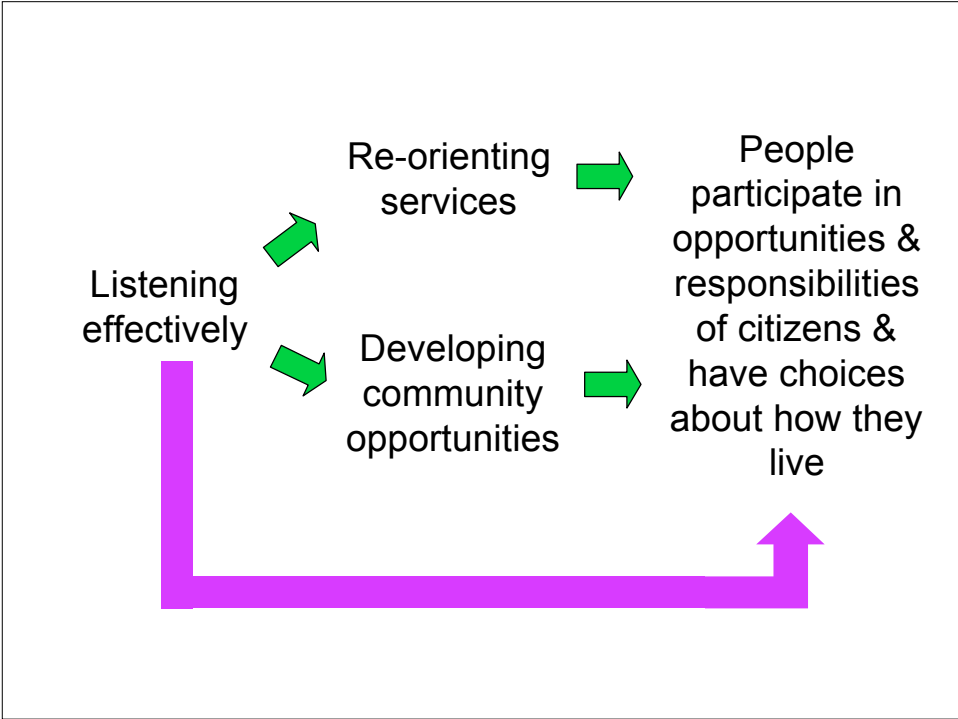
Listen to understand

Link and connect ideas

Listen together for deeper themes, insights, & questions

Play, scribble, doodle, draw to make key ideas visible





## A reason for all seasons

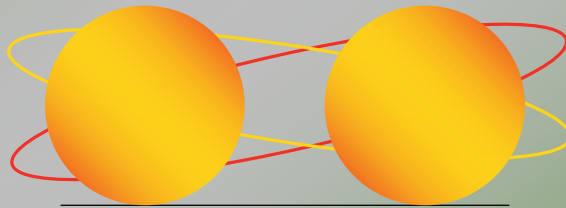
Control the poor      Do what we say because we know best

Provide therapy      Do what we say because we know best

Maximize Income      Do what we say because we need the money

## Power-with

Assisting you in a way that honors who you are & helps you move through your life satisfies an important purpose in my life



## How staff know its working...

anxiety - excitement

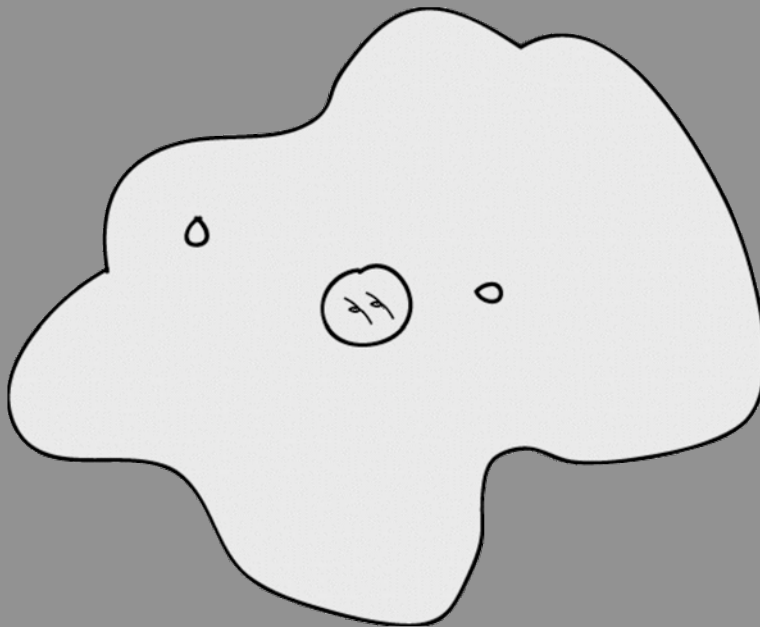
Increased uncertainty because power shifts

Assisting people to make and keep agreements with people outside service systems; with people they never expected to meet

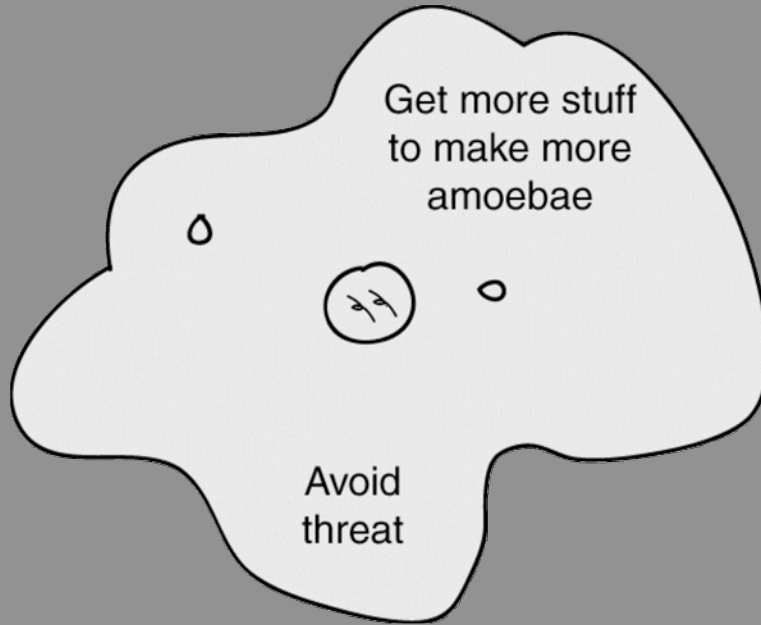
Inventing new ways to assist in new places

Feeling a deeper appreciation for how much we count on one another

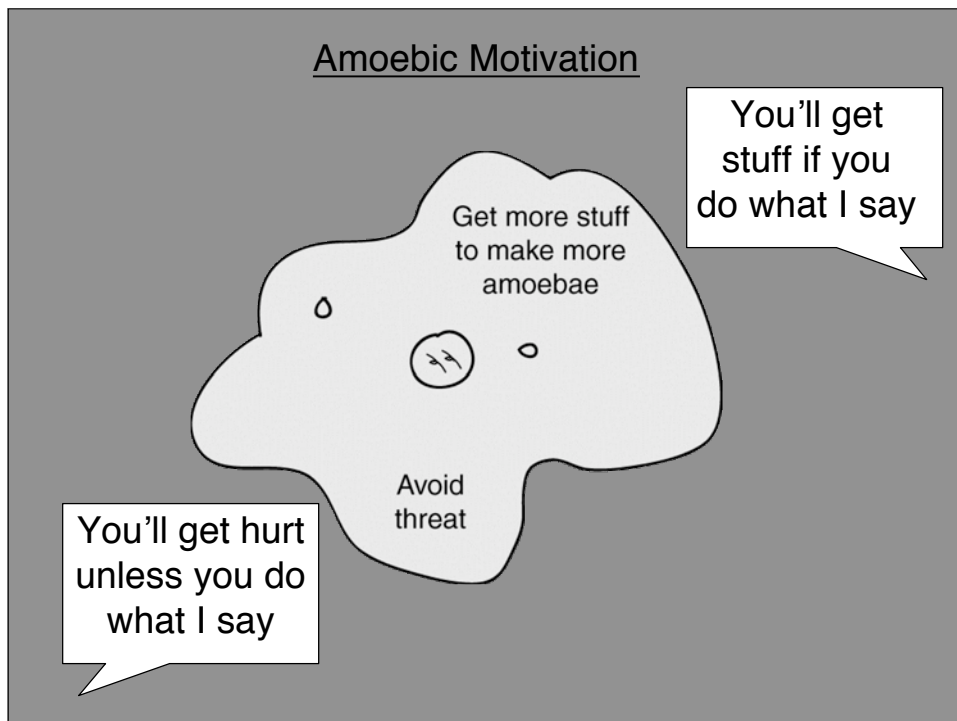
## Amoebic Structure



Amoebic Interests

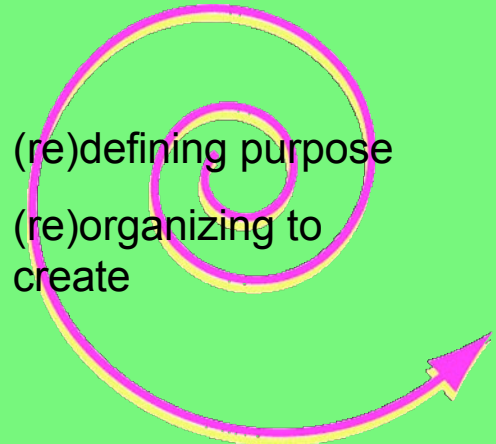


Amoebic Motivation



## Adaptive Motivation

(re)defining purpose  
(re)organizing to create



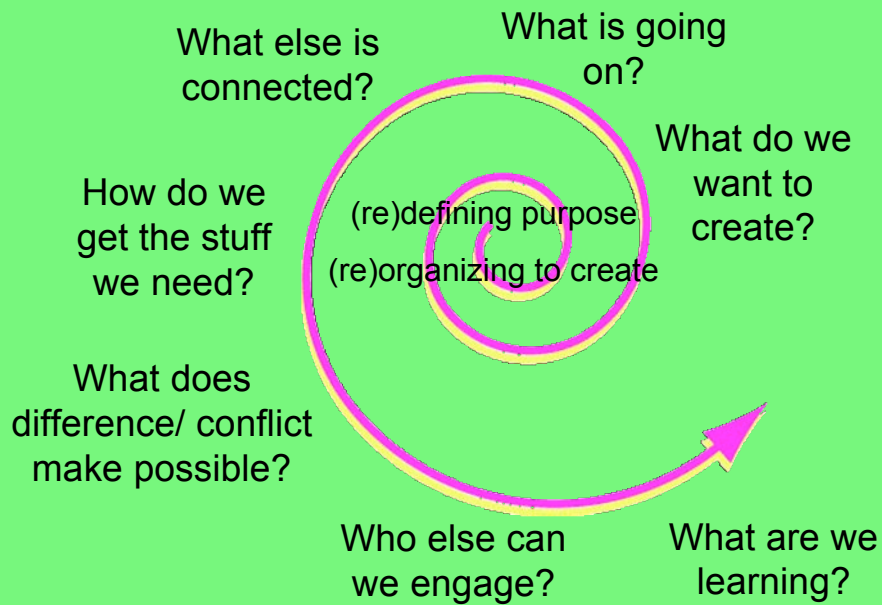
## Adaptive Intelligence

What else is connected?      What is going on?

How do we get the stuff we need?      (re)defining purpose      What do we want to create?

What does difference/ conflict make possible?      (re)organizing to create

Who else can we engage?      What are we learning?



People are more likely to take positive action when...

...they believe that what they do makes a difference

...they learn by seeing others choose, work toward, & achieve positive changes

...they can organize & work with others to achieve what they can't do alone

...they can get help when they need it & the help doesn't take them over

Leadership Calls On Us to  
Cultivate the Virtues of an Open  
Heart

Innocence

Curiosity

Compassion

Thanks: Ron Heifetz & Marty Linsky

*Leadership on the line*

## Losing Heart

	<u>Becomes</u>	<u>Dressed up as</u>
Innocence	→ cynicism	→ realism
Curiosity	→ arrogance	→ authoritative knowledge
Compassion	→ callousness	→ thick skin

## Innocence

Capacity to entertain silly ideas, think unusual thoughts, be playful, be strange to your organization or community

rejection, defeat,  
slow pace of  
change

## Curiosity

Openness to hear disturbing things, recognize ignorance & uncertainty, claim errors, appreciate mystery

Willingness to resist the rewards of having THE right answer

## Compassion

Capacity to be moved by others suffering

Willingness to appreciate the pain & loss of necessary change, even for opponents