
BOARD OF DEVELOPMENTAL DISABILITIES

I am happy to provide this copy of the Miami County SSA Department's Vision Statement & Shared Values to you to be used as a resource in you county. There are several things we learned in this process that may help you:

- The development process is as important as the end result. We had many open conversations that were sometimes hard to hear, but resulted in honest feedback and more meaningful results.
- Everyone that is expected to work toward the Vision Statement and live the Shared Values was a part of the development process. This provided buy-in from the group.
- An external consultant was an awesome resource to use in this process. It allowed team members to say things that might not have been said if the process was led by internal staff. The consultant used in Miami County had a stake in the outcome as his son is served by our Board and he also possessed the skills necessary to lead this exercise.
- We met every-other week for one hour at a time for several months. In between meeting as a full group, some "homework" was expected to be completed. Some of this was done individually and some was done in small groups. All homework was brought back to the full group to be shared, revised, and agreed upon.
- Our development "kick-off" and the launch of the finalized Vision Statement & Shared Values were both set up as celebrations and included our Superintendent. The launch was done offsite at a conference center to provide a special location for this event. At the launch, each member of the team shared a brief story or comment that described why they come to work each day and/or what the Vision Statement & Shared Values means to them. This made for a very special event.

The electronic files are more easily distributed, but will always lack the feel of a bound book in your hands. We had a printing company graphically design and print the final project which made the "handbook" special and valuable for each SSA to own.

I'm glad you have an interest in what we've done in Miami County. The dividends on our investment in this project are great. It is awesome to share it with other counties and know that other counties are also willing to share good things that they have created. Please let me know if I can help in any way.

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