

Online lecture

Working on a Parent Centered Organisation

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1. Introduction:

Why a parent centred approach?

Why a parent centred approach?

- deficiency approach and ambivalence in policies and regulations.
- Parenting is highly influenced by different opinions in our society
- mutual parental involvement and possibility to influence
- Research *has a* focus on children/system instead of on parents or on negative impact of parents upon children. Related to education

Why a parent centred approach?

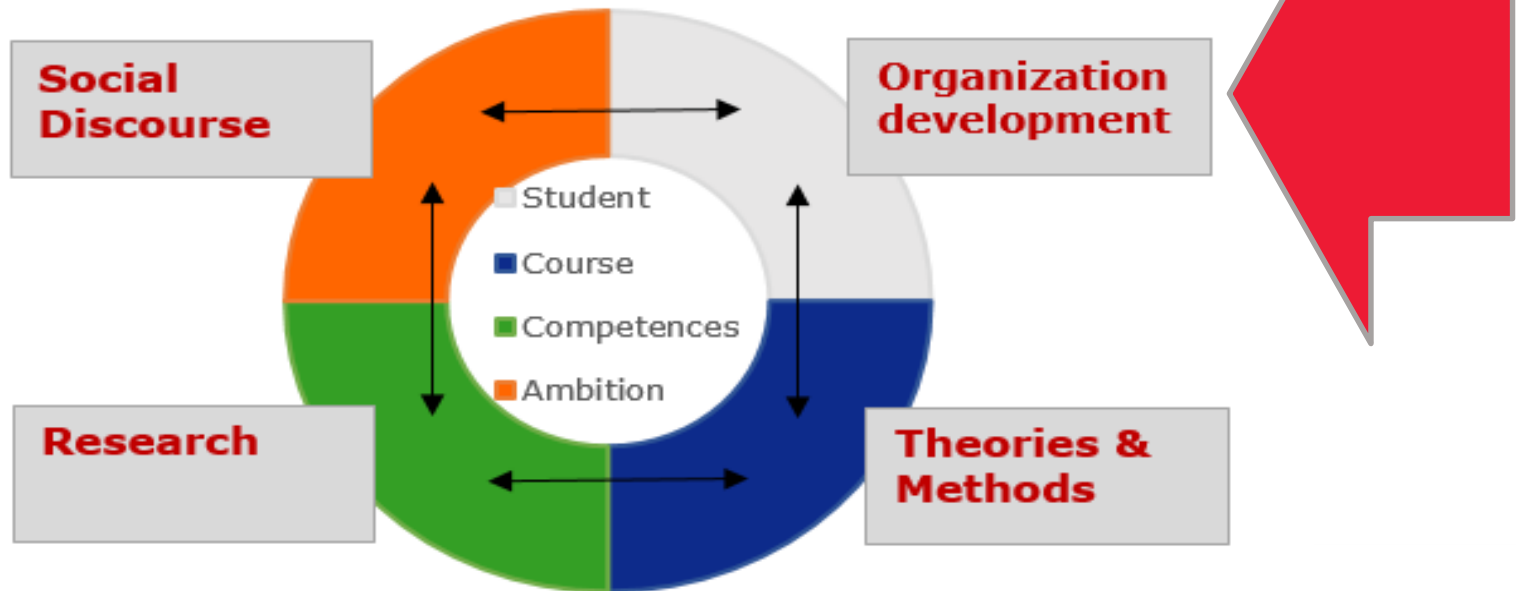
- Professionals do experience various social perspectives on parenting
- instruments are more system/ child oriented instead of parent oriented
- Parenting recalls our own childhood: the influence of our own experiences of parenting do play a role; believes, emotions, own childhood experiences have to be taken into account
- Our own “parenting” experiences influences our role as a professional

2. The IPP Framework

A framework for
Overviewing.

The International Parenting Program

Parenting Program: online & exchange
cooperation on parenting
Zuyd University, Goossens ©2014



IPP framework...

IPP offers a framework overviewing the relationship and a parent centered approach between parents and professionals:

- *Social discourse:*

Societal view on parenting? What are the dominant norms and values. Are there a parent centered policy, law, and legislation? Is there a solidary community?

- *Organisation development:*

What is the position of parents in an organization? Do professionals involve them? Do parents have rights to influence decision taking practices? How parent-sensitive is the organization?

IPP framework...

Theories & Methods:

What theories and methods are used? How parent friendly are these methods? Are these methods child or parent focused? Which personal, professional, or societal opinions support these methods?

Research:

Which dominant research topics are substantial in the media? Are these focused on deficiencies or on abilities of parents?

3. Parent Centered Organisations

Five structuring principles

Five structuring principles

STARTING POINT: PARENT CENTRED ATTITUDE =

parent friendly – parent oriented –parent sensitive
- parent concerned - parent centred!

ORDERING PRINCIPLES:

1. Legislation and policy
2. Domains of organisation
3. Levels of organisation
4. Levels of influence
5. Regulatory cyclus primary process

Legislation and policy frame

Core:

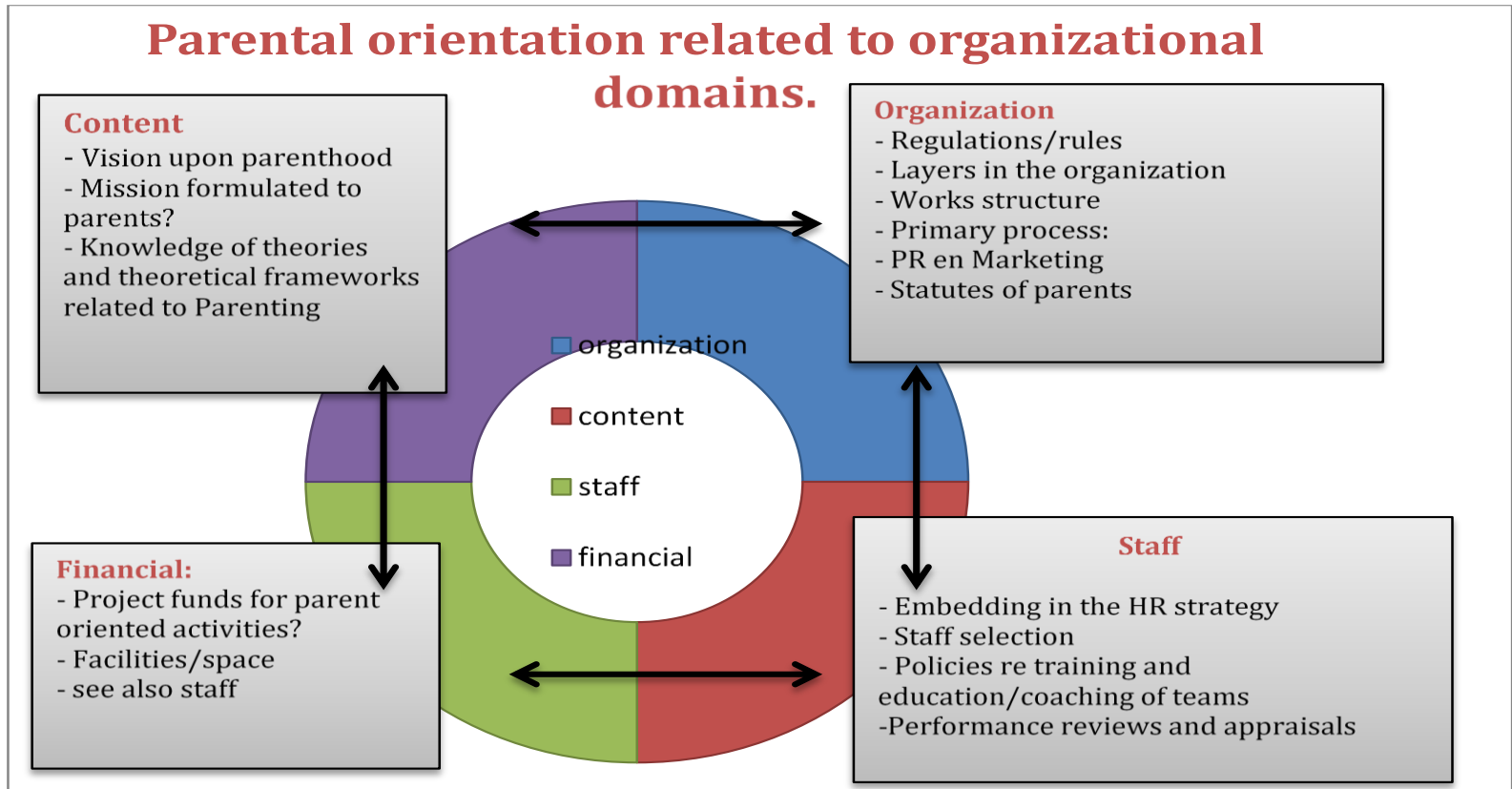
Does the organisation responds to legislative requirements and the policy of the government?

Legislation related to:

- Determination and participating boards, submission of complaints et cetera.
- Policy on participation in care plans, quality control, parents as stakeholders, et cetera.

Domains of organization

Scheme: content – organization – staff – finance



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Levels of the organisation

Strategic level	Parent involvement related to vision, policy, management , organization, staff
Tactical level	Parent involvement related to cluster/construction: housing, furnishment, groups, activities et cetera
Action level	Parent involvement related to primary process, parents as participants, facilitators, supporters

Levels of parent involvement

Translation of Bolks, 2011

Professional communication with parents

	CO-HABITION	CO-HELPING	CO-THINKING	CO – DECISION TAKING
Organi-sation				
Unit				
Group				
Client				



The regulatory cyclus

Free translation : Geurts E, 2010,
To involve parents in residential youth care

PHASE	EXAMPLES HOW TO INVOLVE PARENTS
Pre phase	Good information in advance, Pre school contact/home visits, et cetera
Intake	Providing information, acquaintance, home visit, et cetera.
Reception/ take in	Goals/procedures/care plan, network, et cetera
Residence	Exchange of information, phone contacts, evaluation, daily activities, tasks, responsibilities, leisure, day out, contact evenings with parents, courses, peer parents group meetings, et cetera
End/after care	Exit meeting, after care, return

4. Quickscan Parent Centered Organisation

How can you reflect on the parent orientation of an organisation?

Central question:

- How can organisations develop into a parent centred organisation?
- More specific:
- What is needed to develop organisation xxxx into a parent centred organisation?

Parent Centered Organisation

To analyse or reflect:

You needs a combination of:

- Knowledge on theories & methods about parents
- Knowledge on organisations
- Knowledge on environments factors who have influence upon organisations.

The Quickscan:

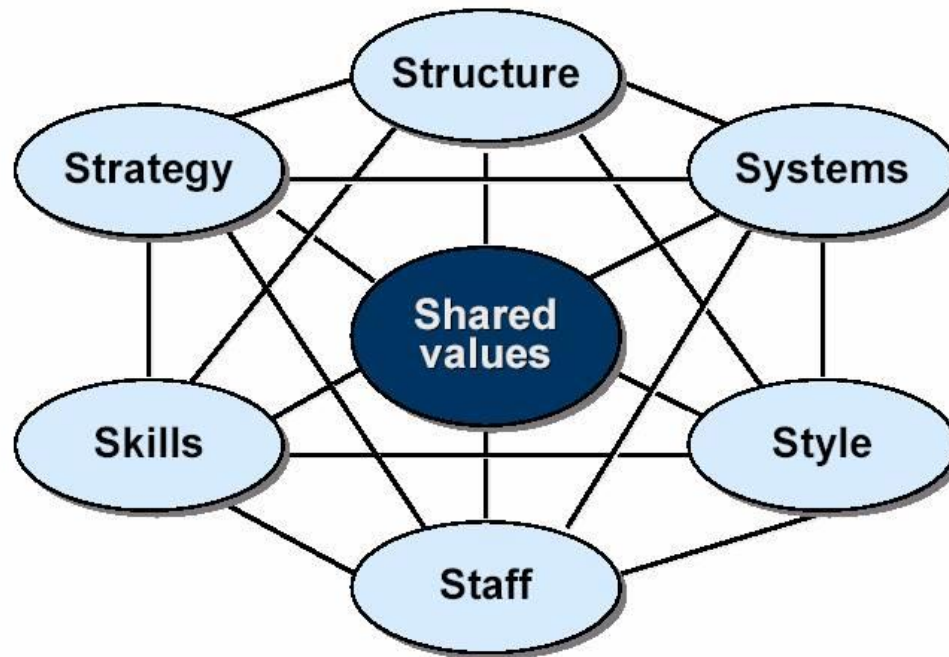
- Intern analysis of the organisation
- Reflecting on the stade of being a parent centerend organisation
- Delivers proposals for improvement
- Formulate actions
- Contributes to a parent centred approach (integral orientation)

Quickscan is based on the 7S-model

How to work with 7 S:

- Definition of the S
- Analysis per S
- Proposals for improvement per S
- Choices for improvement (= accelerators/levers/first domino's) (based on criteria)
- Plan of action

7 S model



S1: Shared values

DEFINITION	QUESTIONS FOR ANALYSIS	PROPOSALS FOR IMPROVEMENT
<p>Shared values concerning the culture of the organisation.</p> <p>The soul of the organization.</p> <p>The attitude of the staff reflects the mission, the vision and core values of the organisation.</p> <p>The central S allows consistency and steers the remaining S's.</p>	<p>Does the parent centred work reflect the core values/central values of the organisation?</p> <p>How is the value of parent centred work respected within the organization?</p> <p>What does the organisation do to stimulate parent centred work?</p> <p>How can you classify the culture of the organisation with regard to parent</p>	

First an analysis on the “hard” side of S

The visible side of the organisation!

S2: Strategy (1)

DEFINITION	QUESTIONS FOR ANALYSIS	PROPOSALS FOR IMPROVEMENT
<p>Strategy is based on the mission and vision of an organisation. In the mission and vision an organisation describes the identity, the reason of existence and the direction of the organisation in the future. The strategy is the road map to reaching these goals.</p>	<p>What is the vision, the mission and the goals of the organisation in relation to parent centred work. Where and how is it elaborated?</p> <p>Is parent centred work captured in the policy plans of the organisation?</p> <p>Is it possible for staff or parents to influence the policy of the organisation with regards to parent centred work?</p> <p>How does the organisation react to the trend to work more parent centred?</p>	

S2: Strategy (2)

DEFINITION	QUESTIONS FOR ANALYSIS	PROPOSALS FOR IMPROVEMENT
	<p>What does the organisation look like in the future?</p> <p>What is the relationship between the strategy policy and the activities of the staff related to parent centred work?</p> <p>What is the relationship between the strategy and the shared values?</p>	

S3 Structure

DEFINITION	QUESTIONS FOR ANALYSIS	PROPOSALS FOR IMPROVEMENT
<p>Structure, is about the structure of the organization, the way the tasks, the qualifications, responsibilities, and mutual relations are allocated and defined.</p> <p>This organisational structure describes the processes and the ways the organization functions.</p> <p>Well known is the organogram, or a schematic overview with the diverse parts of the organisation, departments, teams et cetera</p>	<ul style="list-style-type: none"> • How parent centred work is embedded in the organisation's structure? • Is parent centred work embedded in the function description and task description of the staff? • Is it described in tasks, qualifications and responsibilities? • Are there special functions in the organisation to promote a parent centred approach (what are tasks, qualifications and responsibilities?) 	

S4 Systems (1)

DEFINITION	QUESTIONS FOR ANALYSIS	PROPOSALS FOR IMPROVEMENT
<p>Systems includes formal and informal ways of working, procedures and protocols in an organization. There are systems for: formulating strategy, recruitment and selection of staff, motivating employees, quality assurance and information management.</p>	<p><i>Systems:</i></p> <p>Which procedures, rules, protocols will be used to communicate with parents?</p> <p>When and how do parents and professionals meet (planned meetings)?</p> <p>How do we check the quality of parent centred working in the organization?</p>	

S4 Systems (2)

DEFINITION	QUESTIONS FOR ANALYSIS	PROPOSALS FOR IMPROVEMENT
	<p><i>Processes:</i></p> <p>Primary process: How is parent centred work integrated?</p> <p>Secondary process: How is parent centred work embedded in the processes of the organization?</p> <p>What is the relationship between systems and shared values?</p>	

Analysis on the “soft” S

Values, norms, behavior, motivation

S5: Skills (1)

DEFINITION	QUESTIONS FOR ANALYSIS	PROPOSALS FOR IMPROVEMENT
<p>Skills (= key competences) knowledge and skills an organization needs to deliver what they promise.</p> <p><i>'Skills' reflect what an organisation makes it shine?</i></p> <p><i>What are "best abilities"?</i></p> <p><i>Skills on 2 levels:</i></p> <ul style="list-style-type: none"> <i>Staff level = competences.</i> <i>Organisational level: = ability to change: the learning organisation.</i> 	<p><i>Staff level:</i></p> <p><i>Are the skills described?</i></p> <p><i>Are the skills described in the job description?</i></p> <p><i>Is it visible how the skills are applied?</i></p> <p><i>How is the schooling of the staff organized?</i></p>	

S5: Skills (2)

DEFINITION	QUESTIONS FOR ANALYSIS	PROPOSALS FOR IMPROVEMENT
	<p><i>Organization level</i> How the organisation learns to become parent centred?</p> <p>How the organisations react to the trend to work more parent centred?</p> <p>How are the changes to work more parent centred proceeded: Is there allocated time and money to work parent centred?</p> <p>What is the relationship between skills and shared values?</p>	

S 6: Staff (1)

DEFINITION	QUESTIONS FOR ANALYSIS	PROPOSALS FOR IMPROVEMENT
<p>Staff: the workforce of the organization, now and in the future.</p> <p>This is important because: people use strategies, develop systems and manage; people develop a strong organisation based upon common values</p> <p>Briefly: people try to achieve their objectives. This stresses the importance of good selection, scholing, evaluation and rewarding strategies for talent and for development of careers.</p> <p>.</p>	<p>Which requirements are formulated for staff when working with parents?</p> <p>Which competences are important in organisations for working with parents?</p> <p>How the staff is selected in relationship to working with parents?</p> <p>Is the work with parents embedded in the HR cycle: selection/evaluations, scholing possibilities and policy of an organisation?</p>	

S 6: Staff (2)

DEFINITION	QUESTIONS FOR ANALYSIS	PROPOSALS FOR IMPROVEMENT
	<p>How is staff motivated to work parent centred?</p> <p>Is there sufficient staff to work parent centred?</p> <p>What is the relationship between staff and the shared values regarding a parent centred approach?</p>	

S7: Style

DEFINITION	QUESTIONS FOR ANALYSIS	PROPOSALS FOR IMPROVEMENT
<p>Style: leadership styles. Leadership is needed to guarantee the quality of the work and to safeguard good relationships.</p> <p>The style of the leadership determines the functioning of the organisation.</p> <p>There is no “best practice leadership”. Best practices are interrelated to the other “S’s”</p>	<p>What is the current style of leadership within this organisation regarding the parent centred approach?</p> <p>Which style do they need?</p> <p>Are people directed to work parent centred?</p> <p>What is the relationship between the used style and the values of the organisation?</p>	

End

Questions ??

Thank you for your attention

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