

# QPI Workshop #1 – DHS Quality Parenting Initiative

**Context:** Philadelphia Quality Parenting Initiative aims to create a clear vision, efficient governance and re-engage members and stakeholders in 2018. This workshop aims to “set the tone” for the new year, and will help participants;

1. better understand the mission and goals of QPI;
2. think about how their specific work / values / goals contribute to that mission;
3. create language around a Philadelphia-specific brand statement; and
4. engender ownership over this branch of QPI.

**Activity**  
Yes, and....

**Time**  
2:15 – 2:30pm  
2 mins. – Intro  
10 mins. – Activity  
3 mins. – Debrief

## MATERIALS:

None needed

## GOAL:

Help participants create a positive working environment where people feel “safe” providing ideas without fear that they’ll be turned down; understanding the power of “Yes;” and generally setting the tone for the rest of the workshop.

## OVERVIEW:

- A volunteer group of employees stands in the front of the room and is presented with QPI -relevant scenario/challenge.
- One person opens the conversation with a suggestion about how to address that challenge, and the next person in line builds on that suggestion by responding, “Yes, and...”
  - *Example 1 (volunteers)*  
How do we make Philadelphia more dog friendly?
  - *Example 2 (volunteers)*  
How can we show foster parents that we appreciate them?
  - *Example 3 (small groups)*  
How can we encourage more people to become foster parents?

## DEBRIEF:

- Think about the power of positive reinforcement.
- Consider what components of these ideas might be realistic even if the whole idea initially seems crazy.
- How does it feel to have to say “Yes” to all these ideas?
- How does it feel to know someone is going to say “Yes” to your ideas?
- The difference between coming from a place of “No” or “Yes, but.”



**Activity**  
How / Why Clustering

**Time**  
2:30 – 3:20pm  
5 mins. – Intro  
15 mins. – Brain Dump  
15 mins. – Idea Clustering  
15 mins. – Share Out / Debrief

## MATERIALS

- Whiteboards
- Post-it Notes
- Markers

## GOAL:

Help participants organize a lot of disparate information and thoughts into intentional groups. This is a brainstorming technique that allows members to discover points of similarity, overlap and commonalities in the work they're doing for QPI. Members will see patterns in thoughts and ideas and help clarify each member's connection to the program's vision statement; clarify exactly why and how QPI is important and valuable.

It's important to note there is no right or wrong way to do this exercise. The goal is to help facilitate brainstorming and uncover connections and themes.

## OVERVIEW:

*Framing Statement:* Resource parents are the bedrock of the child welfare system.

- Write the framing statement in the middle of your whiteboard.
- Spend 15 minutes silently "brain dumping" both "How" and "Why" this statement is true. The "Why" statements are broad and are typically more focused on values and general outcomes. The "How" statements are more specific, especially as you drill down, and are typically focused on action items / programs / goals / involvement, etc.
- *Write one idea / thought / task per Post-It.*
- Affinity Clustering: Spend 15 minutes as a team organizing, categorizing and labeling all the ideas in groups; these can be any grouping that makes sense to *you*. Keep the "How" ideas together; keep the "Why" ideas together. Potential groupings might be things like "Communication," "Political Advocacy," "Professional Development," etc.

## DEBRIEF:

- All participants should have a better understanding of how / why resource parents are such an important part of QPI.
- Participants should see how their work / values are connected to the main goal of QPI and where there is overlap in ideas.
- How did this help you think differently about the goals of QPI?
- Were you surprised / not surprised at the overlap that happened in your group?
- Did your thinking about the value of resource parents change over the course of this activity?
- Do these connections make sense?

## Activity

Creating a Brand Statement

## Time

3:20 – 3:50pm

5 mins. – Intro

15 mins. – Drafting

10 mins. – Share Out / Debrief

## MATERIALS

- Flip chart paper
- Markers

## GOAL:

Give participants the opportunity to craft a new brand statement for the Philadelphia QPI branch based on the sets of actions / values created in the first part of the workshop.

## OVERVIEW:

- In their same groups, members should take some time to draft a brand statement for Philly QPI. Things to consider:
  - Statements should be short – no more than two sentences.
  - Think about incorporating the “hows” and “whys” from the first activity – these should guide the brand statement.
  - Statements should feel aspirational, yet achievable.
- Write the statements on flip chart paper.
- Teams share-out their statements.
- *Note: after this workshop, facilitators will combine the ideas into one cohesive statement that will be revealed at the next workshop.*

## DEBRIEF:

- All participants will have the opportunity to offer input and consensus around the brand statement.
- Was it helpful to craft a statement after the Affinity Clustering?
- What did you incorporate in the statement that you might not have recognized without the Affinity Mapping?
- Did anything surprise you going through this activity?
- Does every group member feel like his / her voice was heard?
- What threads are apparent in all statements?