

# Factors that Effect the Success of County DEC Teams

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## Relationships Between Agencies-History

- Each team will have to manage the history of interactions between the various groups, agencies, and organizations that are represented on the team.
- The interaction of this team will need to focus on the mission of the team and will not be successful as an arena to mediate long standing relationship difficulties.

## Established Relationships Between Individual Members

- In small communities it is particularly important to recognize the members may know each other in several different capacities.
- Sometimes this is helpful to the new Team, sometimes it creates challenges.

## Time

- Everyone will need to recognize that all team members are busy and will have limited time to devote to the team.
- Thus, meeting times and activities need to be planned with respect for everyone's time.

## Place(s) to Meet

- Try to locate a consistent meeting place-people will be more likely to attend meetings and activities.
- Public libraries, churches, Extension offices, hospital conference rooms, college and university meeting rooms, are some of the potential places for meetings.

## Transportation

- Broad community participation will be more likely if transportation is available.
- This might mean that some team members make an effort to transport other team members to meetings and activities.

## Getting the Right People to the Table

- In this instance, there are some have-to's because of the need for first responder representation.
- Some of the other memberships depend upon the characteristics of the county, need for influence, and need for access to resources.

## Getting Commitment from Members

- It is one thing to get people to the table and another to get them to commit to the team.
- It will usually help if they know they are being asked to participate for a specific amount of time.
- People are also more likely to make a commitment and follow through with it if there are specific tasks they are being asked to do.

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## **Realistic Expectations of the Team and Team Members**

- The team, will need to keep in mind that team members will be more active and more likely to maintain participation if the goals of the group are clear-written and stated.
- The team should limit its mission to what the members see as possible in light of tangible and human resources.

## **Knowledge of the Issues**

- Team members need to be well versed in the issues affecting drug endangered children and able to articulate these issues to the larger community.
- The team will need to continually provide information updates for its members. The DEC Training Network staff will assist with providing the most recent data.

## **Knowledge of the Community**

- Understanding the character and values of the community is essential to the success of the team.
- The team will need to be well versed in the structure of the community decision making systems.
- Having a clear sense of the formal and informal processes used by the community to get things done is essential to success.

## **Work with Existing Substance Abuse Organizations, Agencies, and Other Community Based Efforts**

- The team will need a good grasp of how and where they fit into the structure of the community's efforts to address substance abuse.
- This will facilitate working together and avoiding duplication of effort.

## **Clarity in Focus, Mission, Goals, or Direction**

- Everyone feels more comfortable and more willing to work if they are clear about what they are trying to accomplish.
- Miss and goals must be decided, stated, written, and referred to as the team moves forward with its work.
- This will allow greater energy for work and serve to indicate when success is occurring.

## **Individual Idiosyncrasies**

- Interaction and communication style
- Perceptions
- Biases and stereotypes
- Need for drama

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## Leadership Issues

- Lack of leadership
- Struggles for power

## Group Process Issues

- Group taken over by one or two people (ownership)- Dominance
- Lack of verbal involvement of some members
- Value differences
- Communication
- Relationship clarity
- Clear expectations
- Meeting social-emotional needs
- Development of cliques-dyads and triads-gossip

## Celebration

- It is important for the Team to recognize and celebrate success.
- Small achievements are necessary to accomplish the goals of the team.
- Celebrating successes also give energy and motivation to Team members.

## Corruption of Local Government and Agency Officials

- Most local and agency officials work hard, maintain high ethical standards, and sincerely want the best for the community.
- However, there are times when communities have to deal with corruption and unethical behaviors.
- If that is the case, the Team needs to recognize the realities of their environment and make sure the mission, goals, and objectives of the Team reflect these realities.