

NGA Talk Outline

Talk Title: Family Matters – How to Create a Cooperative Plan that Really Works

1. Clarifying this talk is not the same as others that have been given.
 - a. Not about respectful communication
 - b. Not about conflict mitigation
 - c. IS about moving beyond those and into working with family
2. Thoughts on Current Attitudes
 - a. Us versus Them
 - b. Justifications we use to make family members the “bad guys”.
 - c. Excuses we use to avoid having to change the way we think and act
 - d. Naysayers – the people who want NOT to change and the comments they use to support their position
3. The first step to change is the need to think differently
 - a. Prioritize family members OVER the professional guardian
 - b. Accept the way families behave and act is normal (guardianship is the atypical)
 - c. Acknowledge the challenge of family members who want involvement, but not the responsibility
 - d. Embrace the involvement anyway – don’t let frustration cause you to forget them
4. Discuss Options with Limited Guardianship is the doorway to using creative options
 - a. Team Approach
 - b. Co-Guardians with delineated duties
 - c. Teach the family, the bow out of the role
 - d. Slowly transition family into the role
 - e. Limit the professional’s role to resource and help when needed
5. Examples
 - a. WH
 - b. JS – Old
 - c. BW
 - d. ES
 - e. JS – New
6. Review the Process of Changing from standard professional guardian role to a collaborative plan
 - a. Develop the idea for your new working arrangement
 - b. Obtain everyone’s consent and acceptance of the plan (including the court)
 - c. Outline a way to test it
 - d. Report on how things went while it was being tested
 - e. Formalize the arrangement using the legal framework for the guardianship
7. Recap and Summarize
8. Close with the comment that this has become the first approach we use, not the last.