



Department of Alcohol &  
Drug Addiction Services



Department of  
Mental Health

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## Strategies Forum

Wednesday, May 15, 2013

### *Internal Work Process Issue*

Using the top suggestion from the 5/3 Issues forum, which indicated that staff feel they do not have input into top-level decision-making, we will ask the forum attendees to **develop strategies to address the lack of staff input into decision-making and lack of management accountability.**

### *Internal Work Process Issue*

Using multiple suggestions from the last forum, which intimated that perceived and real barriers, as well as inter-office silos, hinder communication, we will ask the forum attendees to **develop strategies to address the lack of effective communication, collaboration and sharing of information.**

### *Organizational Culture Issue*

Using the top suggestion from the last forum, which stated that both departments' ideas should be received equally when planning for the new department, we will ask the forum attendees to **develop strategies to address the need for blending of ideas and equal representation of MH and AoD at the table with decision-making.**

### *Internal Work Process Issue*

Using two suggestions from the last forum, which recommended that the department needs to educate and train staff more to improve the continuity of care, efficiency and reduce excessive hierarchy in the new agency, we will ask the forum attendees to **develop strategies to address the need to foster the training, growth and development of staff.**