



Department of Alcohol &
Drug Addiction Services



Department of
Mental Health

Orman Hall, ODADAS Director • John R. Kasich, Governor • Tracy J. Plouck, ODMH Director

Goals Forum

Tuesday, May 28, 2013

Issue 1: Lack of staff input into decision-making and lack of management accountability

Using the top two vote-getters from the 5/15 Strategies forum, which suggested a mechanized feedback process using the 360 technique, as well as encouragement for more cross-sharing and communication across and throughout offices, we will ask the forum attendees to **develop a systematic, structured approach to getting employee feedback.**

Issue 2: Lack of effective communication, collaboration and sharing of information

Using the transparency/no assumptions suggestion developed at the forum, which encouraged increased communication from senior staff about how and what decisions are made, we will ask the forum attendees to **develop a systematic way of communication as to what and why decisions are made throughout the organization.**

Issue 3: Need for blending of ideas and equal representation of MH & AoD at table with decision-making

Using the top three suggestions from the last forum, which suggested rolling out a strategy of common “WE” language, putting our clients (or consumers or patients) first, and understanding and embracing the differences in the MH and AoD recovery processes, we will ask the forum attendees to **identify the differences and similarities between the MH and AoD systems with an eye toward blending the two.**

Issue 4: Need for training, growth and development of staff

Using the first two suggestions from the forum, which suggested that the department develop more effective and basic training methods for staff and increase communication about training opportunities, we will ask the forum attendees to **develop a practical approach for training that identifies gaps for staff in the new department.**