

“It’s The We, Not The *Me*”

*Leveraging Interdependency to Create
Change and Sustain Employees*

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What Is Interdependency?

- Multiple entities receiving benefit from each other
- Recognition that we need each other to be complete
- Being responsible to and sharing a common set of principles with each other

A critical component of organizational success, team building, community mobilization and creating sustainable change and momentum!

Why Focus on Interdependency?

- Improving interdependency enhances good decision making, builds teams, increases successful outcomes and maximizes efficiency
- It is not easy to build an interdependent organization and it takes purposeful work and focus
- It increases staff retention... last year our turnover rate for direct care went from 62% to 24%
- To create change and achieve our goal to reduce domestic abuse; collectively we must be role models of shared accountability and problem solving

Building interdependency starts at home....

Interdependency motivates.... Interdependency is fun!

Overview & Outcomes of the Session

- Receive a brief overview of interdependency
- Discuss “quick tools” to increase interdependency in a work environment
- Play (or observe) a dynamic new experiential game, “Gimme Shelter[®]”, that builds interdependency in a domestic abuse agency while having FUN!
- Discuss the impact interdependency has on individuals in need of shelter, staff, financial stability, decision making, policies and innovation... and learn how that applies to all organizations
- Gain an increased personal understanding and appreciation of interdependency!



“Gimme Shelter©” Game

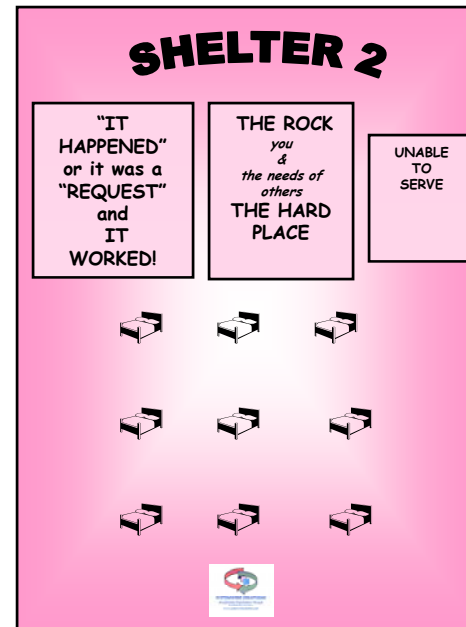
<p>10am 1 NEW PARTICIPANT ARRIVES WITH 2 CHILDREN, BOTH CHILDREN NEED CHILD CARE</p>	<p>11am 2 ELIGIBLE PARTICIPANTS CALL ON THE CRISIS LINE</p>
<p>1pm REQUEST FOR 2 CHILDREN GOES TO CHILDCARE CENTER IMMEDIATELY, MOTHER HAS JOB INTERVIEWS</p>	<p>2pm REFER ONE PARTICIPANT FOR OUTREACH TAKE 3 CRISIS CALLS</p>

Sample playing cards for a shelter worker

During the game participants will experience the challenges, opportunities and perspectives of a position different than their own personal position.

Through the course of “a 12 hour day” (each hour of the day constitutes 1 ½ minutes of play time) the players will meet requests for shelter, address child care issues, hire staff, write grants, manage budgets... and deal with the unexpected challenges that are never “part of the plan”.

Through the facilitated discussion, players will experience how increased interdependency and a learning environment can make challenges easier and improve outcomes for individuals in need, the staff, the agency and the community!



Sample game board for 1 of 6 players

Gimme Shelter©

is an experiential learning product of:



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