

New Linkages Coordinators Lunch
“Preparing to Be a Linkages Champion”

Role of Linkages Coordinators (LCs)	
<p>STATEWIDE</p> <p>Point of contact for statewide support infrastructure for sharing best practices & requesting support:</p> <ul style="list-style-type: none"> • Point of contact for requests from statewide Linkages support structure • Gather and adapt practices and ideas from other counties to your location • Share local protocols, policies or procedures with statewide Linkages community 	<p>LOCALLY</p> <p>Point of contact locally to guide and champion your county’s Linkages effort:</p> <ul style="list-style-type: none"> • Guiding Linkages implementation team at your county • Coordinating the Linkages practice in your county • Feedback loop recipient • Broker of communications between child welfare services and CalWORKs • Identify and guide training needs around Linkages • Champion Linkages locally
LCs Are the Champions of Linkages	
<ul style="list-style-type: none"> • Reinforce the integrative power of Linkages • Connect the opportunities and successes of Linkages to the goals of other high profile initiatives (e.g., FFPSA Comprehensive Prevention Plan, CW System Improvement Plan, CalWORKs Outcomes & Accountability Review) • Form alliances across organizational boundaries to promote innovation and partnership that accomplishes shared goals • Look for opportunities to strengthen Linkages, troubleshoot implementation challenges, and monitor operational improvements 	
Thriving as an LC	
<p>MANAGE UP</p> <p>Get leadership attention focused on the value of Linkages</p> <ul style="list-style-type: none"> • What’s on the mind of your Leadership? • Analyze connection between Leaders’ areas of interest & benefits of Linkages • Emphasize Linkages strategies & results that solve existing problems or goals • Do mini research to “make the case” • Focus on outcomes, show cost savings, demonstrate evidence of Linkages supporting county interests 	<p>MANAGE OUT</p> <p>Ensure Linkages gains traction, takes hold and becomes familiar to your organization</p> <ul style="list-style-type: none"> • Make the collaboration visible – communicate successes, milestones, challenges, opportunities & solutions • Increase the “Emotional Quotient” • Advocate, inquire and repeat as needed • Build trust across functions • Set the bar high in public view and rally your team around reaching expectations