

# Considerations for Boards - Shared Management Model

In Module 1, we explored the question of ‘why offer Shared Management?’. In seeking to answer it, several benefits were identified – both for providers and for people and families.

One of the key benefits for people and families is that Shared Management is a model of service design that provides them with whatever level of support they need to be the employer of their own supports.

For many people with disability, this is a huge, positive shift. Being an employer is a well-known, well recognised and valued role in our society. So it aligns really well with best practice disability support that is built around supporting people to have such roles.

We also identified a range of issues that providers need to be aware of and weigh carefully before committing themselves to offering Shared Management. The other Modules in this course explore these issues in greater detail to ensure that you can be well informed about the issues, challenges and risks associated that might be encountered, with the primary one being a question of cultural fit and readiness.

Board members need to be fully informed, and aware of what the model of Shared Management is and is not. It is not a ‘set and forget’ option for people where the organisation only ‘pays bills’.

It is an option that requires the organisation to be willing to shift much control from the organisation to the person and/or family while being a partner in service delivery and importantly, quality. It changes the relationship from the provider ‘doing all’ to ‘supporting the person to do the things that make sense to them’.

Deciding to offer Shared Management needs to be an intentional decision, that is considered, from a cultural, structural, financial and practical perspective.

Shared Management is built on five core principles. These are explored in the context of organisational culture in Module 2. We strongly recommend that before your organisation commits to offering Shared Management, all Board members and executive staff should complete Modules 1 and 2. At that point, you will be well positioned to have a strategic discussion about Shared Management. The following questions may be useful for such a discussion:

- What is the evidence that culturally, our organisation is ready to work in partnership with people and families where they are the leaders in the partnerships?
- What is the evidence that we are ready and able to shift control and decision making to people and families?
- What issues are we likely to encounter in trying to improve our ability to do these things?
- In what ways are our systems (policies, procedures, processes, HR, IT etc) able to support people to be the employers of their own supports?

