

# TRAINEE EXCHANGES: HOW THIS IMPACTS THE LEADERSHIP DEVELOPMENT PROCESS

PacWest LEND trainees from different disciplines were selected to attend an exchange experience over several days to one week in another PacWest LEND program. The exchange experiences included a full agenda meeting different leaders and touring a variety of organizations involved in the care of children and youth with special health care needs. These experiences allow trainees to compare and contrast how programs function. It also allows trainees to meet strong leaders from different fields in different systems, states, and cultures, that were caring for children with special health care needs and their families. Financial support for these exchanges was provided by PacWest LEND program sending the trainee.

*"The growth and development of people is the highest calling of leadership."*  
-Harvey S. Firestone.



Learning Hawaiian culture and team work.

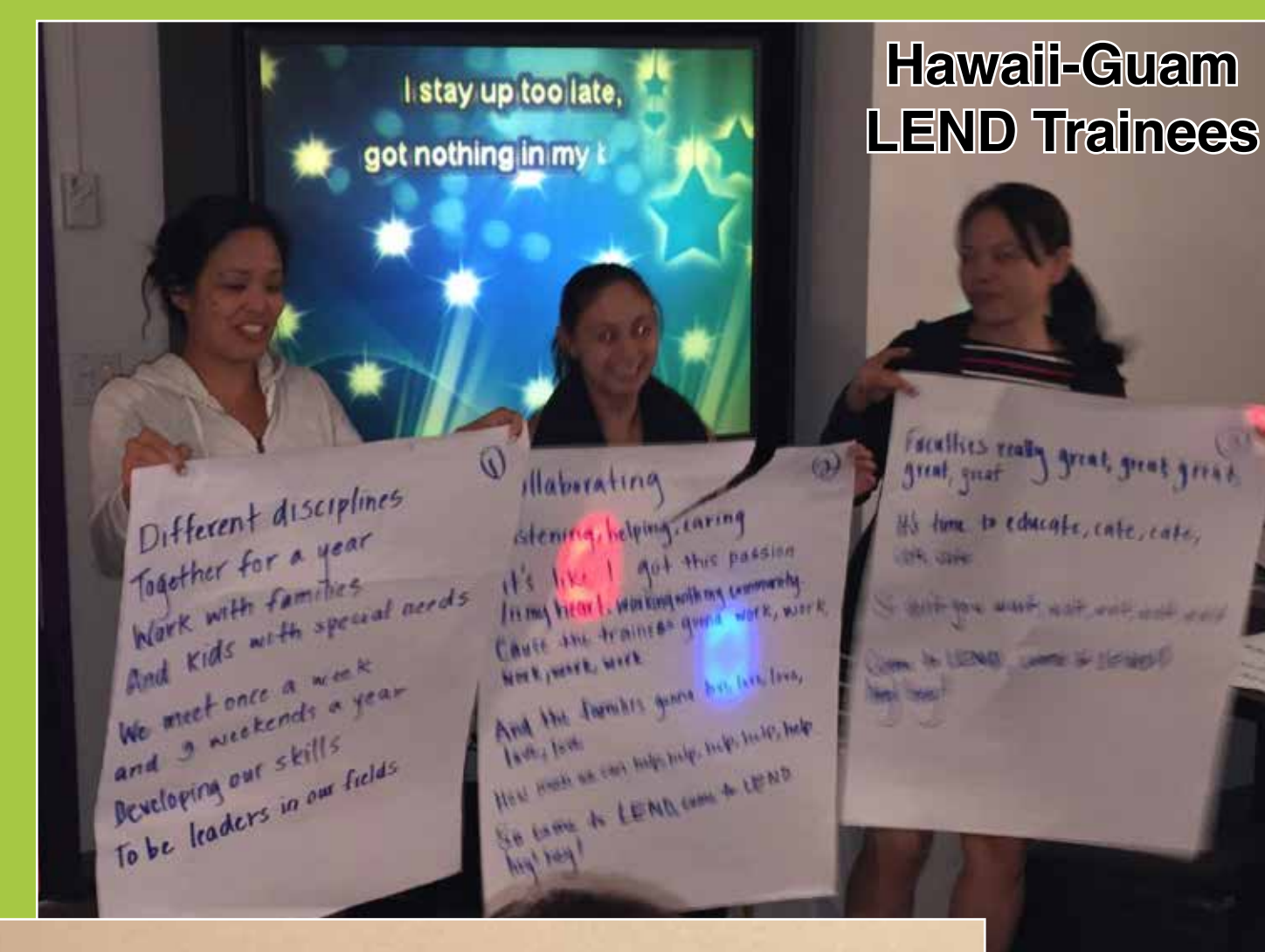
## **ANA CABALLERO** **Audiology** **Exchange – Hawaii**



Dr. I, one of the most amazing leaders I have ever met.

It was definitely one of the most amazing and important experiences I had. I got to meet amazing people and learn from their wonderful work and their passion for changing the system, the bases, and do whatever is needed to make a difference in a life of a person with disabilities. This experience gave me the opportunity to compare and learn how programs function, as well as to meet strong leaders from different fields in different systems, states, and cultures that were loving and caring for children with special health care needs and their families. I learn a lot from these powerful women that had become heroes to all the people around them, just because they believed in the idea that hard work and team work could help improve the lives of children's with special care needs. Getting to know these wonderful personalities full of hope, joy and happiness, taught me that there will always be a solution to problems, no matter how hard this could be, a smile and friendly hand can make a huge difference to the people we work with, to those families with children with special health care needs. And finally, I must say that it helped me to improve and develop two important skills: critical thinking and different leadership styles. A life changing experience!

**"LIFE-CHANGING"**



Community leaders

## **JENNIFER GOLDMAN-LUTHY** **Pediatrics** **Exchange – Hawaii**

The Hawaii-Guam experience really gave me an opportunity to see different ways of managing and updating community resource information. The Hawaii group uses a notebook/binder full of printed fliers from different groups. They periodically gather to update the contents and then disseminate it to settings like primary care clinics so that staff can share copies of the information with families in need. In Utah we keep our resource database in electronic format and update it periodically through interfacing with other databases and occasional focus groups. In Hawaii there was more face-to-face discussion about which resources are useful and what changes have occurred, which built the human relationships that are also critical for networking and sharing information about community resources. However the Utah systems I believe is likely more comprehensive, is available for access by families directly through the Medical Home Portal, and can be updated at any time. This has indirectly impacted my leadership by making me more aware of different approaches to achieve the same ends, and some of the benefits and drawbacks of each."



Making switches

**"IMPACTED MY LEADERSHIP"**

Gaze-directed computer at AT fair



Sharing with some LEND Trainees from Alaska

## **NICOLE GRAHAM** **Nursing and Public Health** **Exchange – Alaska**

The biggest growth LEND provided me as a leader was to come together with a team of diverse trainees to share our individual knowledge and expertise in order to promote a cause that united as all. The leadership project pushed me and help me increase my confidence in many skills such as communication, prioritization, having a long-term vision, and teamwork. I also had the chance to see what it is like to provide developmental therapy and public health nursing at the very top of the world in Barrow, Alaska! I was amazed at the specialists who would take turns living in -50 degrees for months at a time in order to provide care for native Alaskans. This experience impacted my view on how important it is to try to maximize our resources so we can provide care to those who would not have access to it otherwise. I was also very impressed as we did our evaluation project on the itinerant clinic system in Utah at the caring providers who go above and beyond to do this in Utah.



Taro patch

## **MELANIE MCKINNEY** **Physical Therapist** **Exchange – Hawaii**

My experience in the Hawaii/Guam LEND exchange provided the opportunity to gain further knowledge, and to apply concepts of family-centered care, cultural sensitivity, interdisciplinary teamwork, policy, and advocacy. The opportunity to participate in the Hawaii State Council on Developmental Disabilities Day at the Capitol provided an understanding of self-advocacy, systems of support, self-determination, and empowerment. Cultural reframing, and family-centered care assignments provided the opportunity to gain insight from the Hawaii/Guam trainee cohort. Concepts such as the importance of moving out of silos, and sharing information among and between systems of care provided further perspective on systems and communities. I appreciated conversations with health care system leaders about how provider and family values become interwoven and at times complicate the care of children and youth with special healthcare needs.



Former Governor Neil Abercrombie with self-advocates



Hawaii-Guam LEND Trainees

## **VALERIE COLLIER** **Genetics Counselor** **Exchange – Alaska**

My experience in Alaska exposed me to the unique healthcare challenges of rural areas. I was able to see how leaders from the LEND program in Alaska and other healthcare workers not part of LEND have created solutions to overcome these challenges. It helped me to recognize that the status quo is not always the best way to get a job done and it takes people willing to advocate for change to improve the system. In my career I have applied this by thinking critically about our current practices and decide if there is a better way to perform.



Alaska's LEND Group

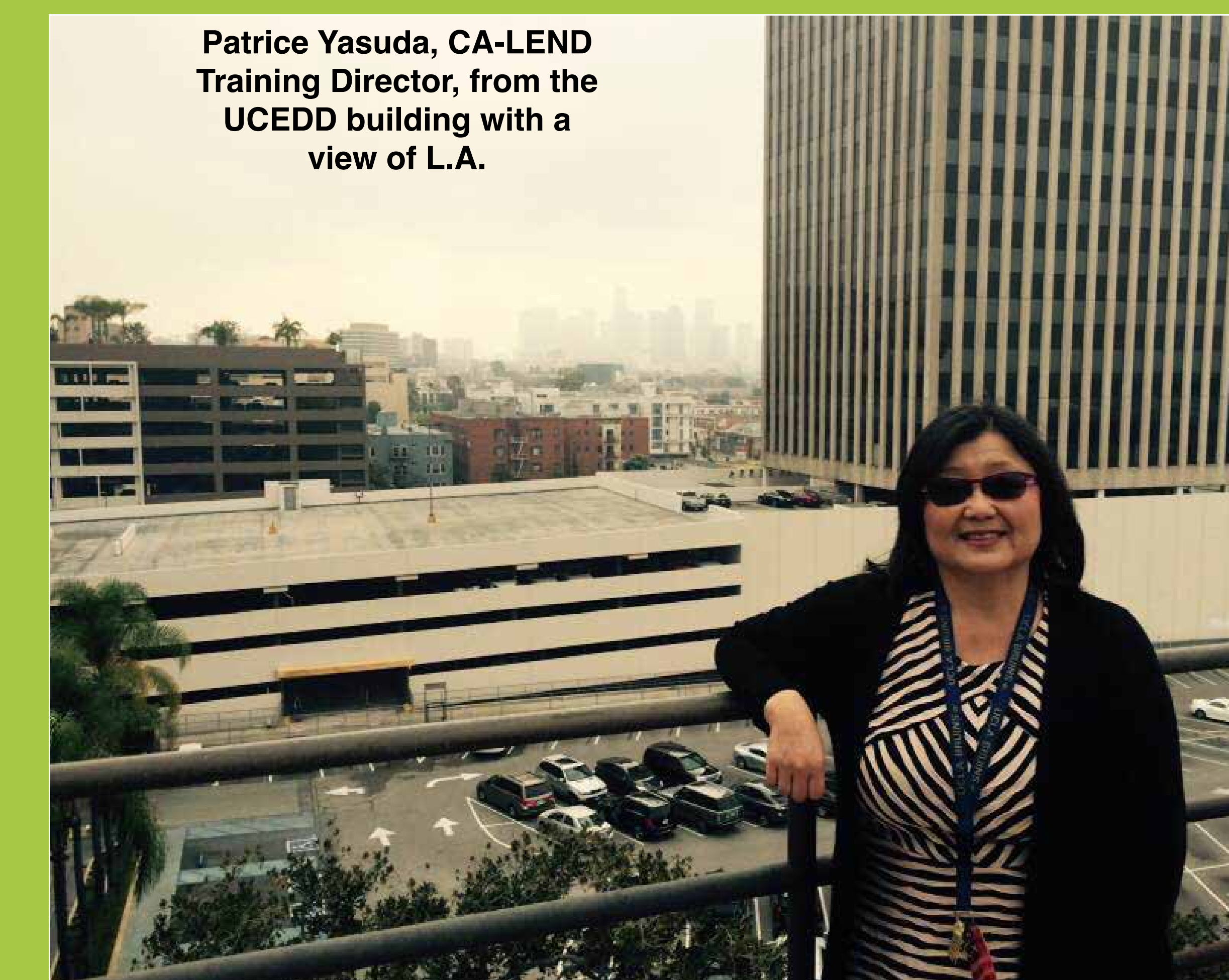


Alaska Native Medical Center

**"SHIFTING MY PERSPECTIVE"**

## **HEATHER CHORD** **Psychology** **Exchange – Colorado**

The biggest impact that my exchange had was a shifting in my perspective on how services are provided in different states. It was an eye-opener to see what the differences were in terms of what programs were available to individuals with intellectual development will disabilities. I think that gave me a working knowledge, or at least a stronger working knowledge of how services can vary state to state. I learned a little bit more about how different states have different strengths and gaps in terms of programs and services.



Patrice Yasuda, CA-LEND Training Director, from the UCEDD building with a view of L.A.

**"EYE-OPENING EXPERIENCE"**

## **LISA ROSE** **Audiology** **Exchange – California**

My exchange trip helped to broaden my perspective of the different ways LEND helps in different geographical regions, as well as in different cultures. I was able to experience issues I likely would not have otherwise, including more severe interplay of population density and poverty, ethnic communities, and significant language barrier issues. The exchange was one of the most eye-opening experiences I was privileged to take part in with LEND and I am incredibly grateful for it.

Interdisciplinary training session on a neurodevelopmental disorder



**Presenters**  
Sarah Winter, M.D.  
Ana Caballero, B.S.