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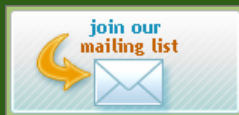
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### → New ADEC Website

Check out our improved ADEC website: [adecinc.com](http://adecinc.com). We're excited about some of the new features and one of those is the ability to archive issues of A Brand New Day. To access current and past issues of this newsletter click [here](#). They are categorized by month and list the article titles in each issue.

### → Touch Screen Kiosk (Tech Part III)

There certainly should be opportunities for consumers to be self-sufficient throughout the day. Ultimately the goal is not how often we can have staff interact with consumers but how often consumers can be independent. One way we can help facilitate this is by utilizing the technology of a touch-screen. Probably the best part of a touch-screen interface is in its flexibility and adaptability. It's really a foundation for nearly any application you can dream up.



We've talked about engaging consumers with web-based media (April '11) especially as it relates to groups. The touch screen kiosk has the same draw as the group-based Internet experience we previously described but takes this a step further. The kiosk requires the consumer to do something to get something and, more importantly, puts them in control. See photos of this device in use [here](#).

Certainly there are consumers who can and should operate a standard computer but it can also be too confusing for many. With the touch screen you can narrow down and simplify the purpose of the computer. You can set it up to serve just one easy purpose like play a video of the daily schedule, how to wash your hands or what clothes are appropriate to wear in the winter. You can use it to provide just about any visual/auditory information or stimulus you want. We're in the early stages of experimenting with this device. We're simply running a video page from a local [news website](#) that enables our consumers to independently identify a picture icon of something that grabs their interest, select it and view the information in each video. In the process it also teaches skills in interacting with technology.

The touch screen is something that will continue becoming more common in our society. We serve our consumers well by introducing this type of interface to them and help them become more independent in the process. By using the F11 key you can put the computer in full screen/kiosk mode; it helps to simplify the screen for consumers and maintain the website location.

Don Wierenga, Prog. Director  
Steve Germani, Marketing &  
Dev. Manager

We don't want to make the mistake of believing the goal is assistance. Consumers need to be more independent. While it does take staff time and more equipment to get to the point of more independence; the equipment remains but the need for assistance will diminish.

## → How's Your Depth Chart?

Turnover and change are guaranteed. Business, especially the Developmental Disabilities field, is like your favorite sports team. You're invested, you're a fan, but you know the personnel you have this year will not be the exact same personnel you'll have next year. Only the truly successful programs, both in sports and DD agencies/day programs, have consistent success because they think, plan, develop personnel and recruit beyond the here and now.

Never "arrive."

A great program isn't great because it simply has talented personnel in place today. While a great program has talent in place it also, ALWAYS, continues to develop future talent and leaders. It builds off of what's been done; it's part of the culture. We shouldn't be afraid to develop employees for fear they'll grow out of a position and move on. Quality employees are likely to move on if they aren't challenged to grow in a program. Furthermore, those who just want to "get by" and do the minimum are more likely to stick around in a status quo environment.

Have a plan.

Quality, well-managed programs are no accident. **Develop fundamentals.** Like a good football team it starts with the basics, the foundation. **Ingrain** in people what the program is about day to day so when questions and situations arise everyone knows how to respond. **Develop depth at each position.** Injuries/illness, call offs, vacations and resignations happen. We need to be prepared to have the "next in" mentality to maintain consistent quality. When we're in a situation where we can't do something, even small things, because someone's out there are serious problems. We can't minimize missing the details, that is what makes a program great. **Develop next year's leaders.** In the NFL compare the Favre/Rogers transition to the Manning/Painter transition. You have to give reps to others. Let them make decisions, lead meetings, manage budgets. Most important, develop and invest in those who develop others. You can't do it all and there's probably no better indication of how good a leader you are than how your program continues when you're not around. **Always be on the recruiting trail.** 1) When you have open positions you should already have a list of quality candidates in mind, internally and externally. 2) Talented and skilled people want to be part of a successful program. You want to be the best at what you do to attract the best talent.

When consistently following these ideals, many of the elite pro and college sports teams have remained competitive year after year. In the cases when these programs suddenly decline it's usually because they failed to maintain one or more of those ideals. A great day program can face the same challenges. But the similarities end there. What we do in our programs matters so much more. What we do actually dictates the quality of people's lives.

Don Wierenga

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## Why the Newsletter?

We are strong believers that day programs can dramatically change the lives of those we serve. What people do during the day defines who they are and should provide a sense of purpose and self-worth.

We have seen the remarkable results that come with productivity and want to share our challenges, successes and innovations. We also want to hear about your challenges and success. The more we help each other succeed the better off we all are.

When we demonstrate that investment in our programs yield significant results, support increases. The more successful we are as a whole the more we can justify increased funding statewide.

Let's give those we serve a purpose in life and give others a reason to invest in what we do. We ask that you join us in making Indiana a leader in day services for people with disabilities.

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