

# **THE VISIONS CENTER FOR CREATIVE MANAGEMENT**

**P.O. Box 270974, West Hartford, Connecticut 06127**

**Ms. Margaret J. Gould, President/CEO**

**(860) 521-7684**

**MJVISIONS @ aol.com**

Ms. Margaret J. Gould is President/CEO of The VISIONS Center for Creative Management, a national company specializing in effective management and the development of quality supports for agencies in the field of disabilities.

Ms. Gould, approaching three decades of professional service, has always been an innovator while recognizing the importance of historical changes and developments within the field of mental retardation/developmental disabilities. As a strong advocate for inclusion, she developed one of the first infant early intervention programs in the US, as well as one of the first community based work programs for persons with severe mental retardation.

Paramount among the accomplishments of The VISIONS Center for Creative Management are: systemic conversion of agencies to a culture promoting self-determination and person centered philosophies; strategic planning coupled with vision, mission, and value clarification; conversion to single personal record systems; innovative benchmarking systems; supervisory training; Board development; development and promoting outside funding resources, writing skills for direct support staff; and implementation of person centered decision making. Ms. Gould developed a series of unique strategies to recruit and retain competent workers entitled, "Guerrilla Recruitment and Retention™". Her book has been highly regarded as one of the most innovative approaches to solving work place issues.

Ms. Gould earned a Masters degree in Counseling and Guidance from Virginia State University and is graduate of SUNY Oswego with a B.S. degree. She is the 1998 recipient from AAMR of the Hervey B. Wilbur Award for historic preservation. She also chaired a national consortium project, The Century Recognition Project that honored the 36 most significant people in the field of developmental disabilities in the past century. Ms. Gould has been a featured speaker at numerous national, state, and regional conferences. She also had the honor of working as a consultant with the Joseph P. Kennedy, Jr. Foundation in developing historic displays at the John F. Kennedy Presidential Library.