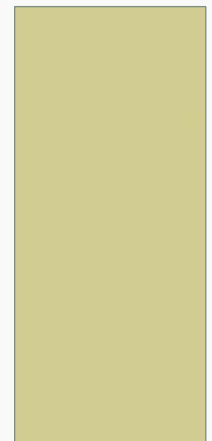


SYSTEM TRANSFORMATION

FINANCE AND BUSINESS MANAGEMENT



SYSTEM TRANSFORMATION

- Be 'Knowledgeable' about the Changes
- Decide what your County Board Will do...Be Positive
- Amount of Time to Change is Critical
- Inventory of Leadership/Resources/Knowledge and Experience
- What will it look like in 5 years.....in 10 Years

BE KNOWLEDGEABLE

- Find out all you can....Be 'hawk-ish' on details....our nature/tendencies is to worry about the numbers. Read everything you can...and re-read!
- Every state....county is different. What will it mean to you (Persons Served....CB's).....Lead.
- Systems that will work for your County Board/Community. Know what are the 'Fall on the Sword' issues....are they REALLY!
- What are the 'crisis elements'.....What are the best way to communicate the message

WHAT WILL YOUR COUNTY BOARD DO....BE POSITIVE

- Most likely....there will be a 'ton of pressure' on you from various groups (Unions/Staff/Parents/Local Political Leaders/Board Members/School Boards/Public etc.). These pressures reflect their 'individual interests/concerns'.
- There will be conflict.
- Decisions will be made.....some groups will be happy....some(many)will not.
- Somehow in all this you have to have a 'positive message' that you and the organization can grow around.

TIME TO CHANGE....BENCHMARKS ALONG THE WAY

- The amount of time you have to change will effect your options.
- Let's assume we/you will have one year to develop an 'acceptable' plan and five years to implement it w/ bench marks along the way. (Some think/hope for 10 years for implementation.)
- Since this has a federal/state/litigation feel to it....there will be reporting along the way.
- Time will give flexibility to your actions. Hopefully, it will create a reasonable transition time to get to your goal.

RESOURCES TO USE/BUILD ON

- Your 'Reserve Funds' are a critical asset for your transition. There will be a cost of change. Ideally it will be balanced. In reality, you will probably see an increase in costs for a while. The 'Reserve' will be your friend.
- Provider partnership/relations are critical. They will have to change also. They will most likely gain market share.....and will have to share the community/integration requirement. They will adapt quicker than you!
- Smaller Counties...most probably adapt quicker.

RESOURCES TO USE/BUILD ON

- State-wide Leadership
 - Association
 - SEC/Supts
 - Department
 - Advocacy Community
 - OPRA/Providers
- Board/Community Culture
- Staff
- Union(s)
- Academic/Medical
- Community Leadership
- Supt/CFO/Dir/Mgr.
- Parents/Individuals Served
- Providers/Business/Transportation
- Volunteers/non-paid supports
- Housing Stock
- \$\$\$\$\$/Passage of Levies
- Community Accessibility

WHAT WILL IT LOOK LIKE IN 5 YEARS...IN 10 YEARS?

- Can You Visualize....5 Years from now....10 Years?
- Is the net...A more integrated/employed world for folks w/ developmental disabilities. Are they more independent....self determined.
- If you can't visualized...you can't make it happen
- Are folks better off because we have made these changes?
- How will the passage of levies change?
- Will people served be happier...more satisfied..... contributing citizens to their community?
- How will 'success' be measured?