

Change Leadership Vision Council

System Culture Shift

<p style="text-align: center;"> ↓ FROM ↓ Defensive Style </p>	<p style="text-align: center;"> TO ↑ Constructive Style </p>
<p style="text-align: center;">Current Assessed State: Compliance Mindset</p>	<p style="text-align: center;">Overall Goal for the System: Move to a Value-Based Mindset</p>
<p>Current Assessed Behaviors:</p> <ol style="list-style-type: none"> 1. Communicating only “What” 2. Fix-it Mindset 3. Fear of risk and change 4. Geographic Alignment 5. Outcomes measured by negative indicators 	<p>Ideal Behaviors:</p> <ol style="list-style-type: none"> 1. Communicating “What and Why” 2. Progress Mindset 3. Be an agent of change, be proactive and increase advocacy 4. Goal Alignment 5. Outcomes measured by positive indicators

This System Culture Shift proposal was drafted by the Change Leadership Vision Council, a public-private initiative convened by The Coalition for Family and Children Services in Iowa, funded by the Mid-Iowa Health Foundation.

CONTACT: Kelli Soyer, MSW, LMSW, Associate Director, at kelli@iachild.org

