

**“NAVIGATING TOWARD HEALTH and
HEALTHY COMMUNITIES”**



OREGON
Alliance
of Children's Programs

May 8*9*10, 2013

Oregon Alliance of Children's Programs

Annual Membership Summit

“Compass Readings – Scanning the Horizon”

Facilitator: Gary Withers, Executive Vice President, Concordia University.

Wednesday afternoon a contemporary environmental scan was provided by panelists with diverse perspectives. Alliance members also received the “Alliance July 2012 Environmental Scan” document and the “Trillium/Concordia 2025 Scenario Planning” document.



Gary Withers, Executive Vice President,
Concordia University

“Destiny is not a matter of chance, but of choice. Not something to wish for, but to attain.” - William Jennings Bryan

“Charting the Waters”

Facilitators: Gary and Ken Hubbell

Throughout Thursday, members engaged in an interactive process, uniting experience and vision about the possibilities for Oregon’s children and the social and therapeutic support systems we provide for them. Members identified current challenges and opportunities in the existing era of disruption and uncertainty; and the necessary collective and individual leadership characteristics/vision needed to address them.



This process resulted in a great deal of insight, direction, and provocative comments which were captured on murals and tabletop notes. Below is a synopsis of them.

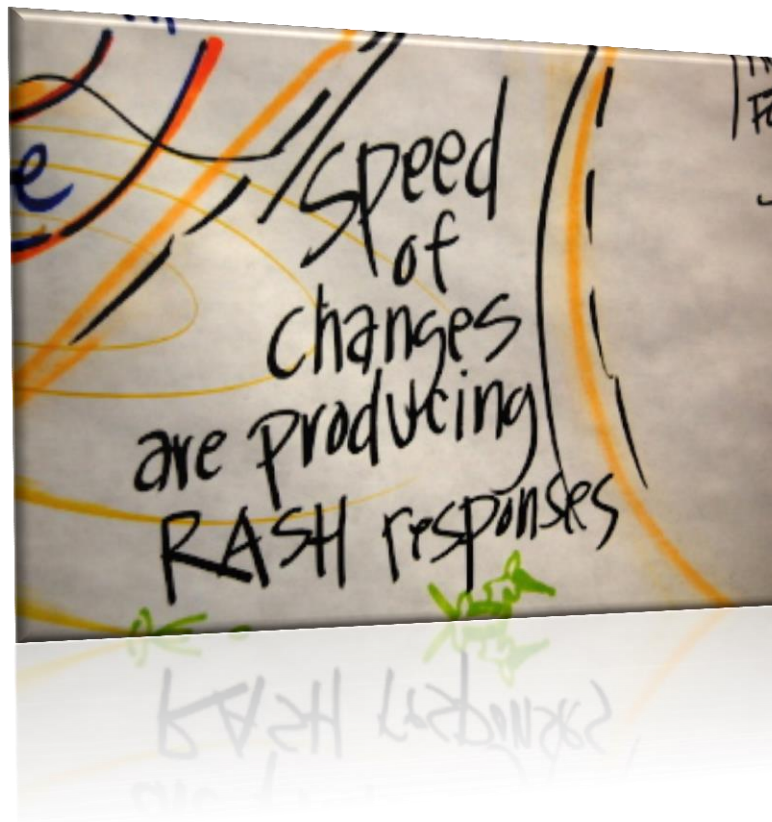


Discussion Focus:

LEARNING AND SHIFTING

“The future is already present, it just isn’t evenly distributed.” - William Gibson

- *New balance between form and function – for now the form has overwhelmed the function
- *A new cultural model/paradigm: everyone does well*sustainability*trust
- *We are all huddled by ourselves; need to go outside where there are others
- *Branding and driving OUR point of view but we have a limited “view” from where we stand
- *We don’t need to redesign the systems, we need to redesign ourselves; the systems must follow us, but we haven’t figured that out yet
- *We need to “learn” how to be adaptive, it isn’t autonomic
- *Speed of changes are producing rash responses



Discussion Focus:

“SHAPING OUR WAY... to a Good Future for Children”



- *Fully acknowledge our sectors complicity in existing systems.
- *Continue talking together in the Alliance to refine views, positions, and core beliefs
- *When can we say, “No thanks”
- *Alliance create a common shared mission/vision for children
- *Start taking risks
- *Start authentic conversations
- *Go beyond the Alliance, convene collaborative conversations across systems
- *Branding - be clear about what we provide, impacts, outcomes
- *Use collective power – legal, models, talent, legislature, colleagues, people who should be colleagues
- *Always and forever be striving for the new excellence

***Continue**

*** Stop***

Start

Discussion Focus:

INCUBATING AN EMERGING VISION (2025)



- *Focus on what is possible
- *When you see it, convene and catalyze other players
- *Alliance as convener
- *Simple targets, rich rewards - Safety, well-being, futures
- *Oregon as a safe, healing place
- *How we treat each other is equally important

Discussion Focus:

THE EMERGENT DESIGN

*Designing of system and services, but also designing of thinking, risk, definitions, expectations, and drivers.

*The architecture of well-being in the health system is solidifying around some technical structures, yet there are many missing partners and pieces.

*A shared vision impacts society and community, not just providers, children and families

*Build a good life and future for Oregon's people

*Collective vision with collective responsibility



“Setting Sail”

Facilitator: Johnnie Dressnier, Executive Vice President, Concordia University

Members shaped Thursday's discussions into action items and deliverables for adaptive leadership and change in Oregon's systems for children. They shared the vision and the responsibilities between three sectors: individual executives, their agencies, and the Oregon Alliance of Children's Programs.

IN THE END IS THE BEGINNING:

- Align Attention and Intention
- Widely shared vision
- Narrowing targets, systems can be simple... condensed powerful impacts
- Success before commitment requires safety... we need risk

ACTION STRATEGIES:

Individual – Personal adaptation/changes

- Importance of the right team and empowering them to lead
- Be more intentional – Time to reflect in making decisions
- Reach out to mentors
- Be intentional in conversations & listening – to community & other organizations
- Cultivate emerging leaders thoughts & skills
- Be more intentional – reflect & regenerate
- Be willing to step back to put other team members out front
- Listen – Intentional listening

Organizational - Systems, structures, people, policies, collaborative; be healthier, stronger, more intentional and strategic

- Actively seek collaboration with partner agencies. Identify collaborative partners
- Transparency
- Focus on *why* rather than *what*
- Improve skill of group thinking. Time skills
- Learn from each other. Figure out how to structure middle management
- Communication within the organization – silo management
- Integration within the community – Connections
- Break down barriers between organizations
 - Trust building and Structural alliances
- Agency collaboration – on all levels
- Sense of humor – take control of your own model

Alliance - Be a stronger leader for children in Oregon, and support leadership development for members:

- Mentoring Center
- Opportunities to coordinate bigger conversations
- Platform level collaboration
- Move from alliance of competitors – (What is the) True cost of services, Active role of the Alliance in collaboration
- Collective agreement on Government appointments (positions)
- Collective advocacy

“Setting a goal is not the main thing. It is deciding how you will go about achieving it and staying with that plan.” - Tom Landry

- Increase membership ambassadors – alignment on vision
- What is vision with alignment and advocacy
- Relevancy – Support metrics for success
- Marketing of members – Create positive narratives
- Resource Sharing
- Facilitate collaboration of members & member staff...
 - ...Ability to
 - Effectively adapt and lead
 - Generate intelligence and intellectual capital
 - Renew will and energy to innovate & serve.

The Alliance would like to thank the members who stepped up to be SUMMIT SPONSORS for this extraordinary activity:

**Jasper Mountain
Providence Health & Services
Trillium Family Services
Options Counseling Services of Oregon Inc
Albertina Kerr Centers
Bridgeway Recovery Services, Inc.
Maple Star Oregon Inc
Morrison Child and Family Services**