What’s Your Hidden Treasure?
Work Like A Captain
Play Like A Pirate!

HCBS Conference Session
December 10, 2020
Stacy Roe, Louella Kaufer, Jason Flint, Barb Kleist
Welcome!
Barb Kleist
Poll Question #1 - What are some of the roles, current or past, that influence your work? (Select all that apply)

- Person with lived experience /person with a disability
- Parent
- Sibling/Family member
- Friend
- Guardian
- Ally/Advocate
- Direct Support Professional
- Frontline Supervisor/Manager
- Executive Director/CEO
- Health & Human Services Professional/Policymaker
Importance of Shared Vision and Honoring Commitments

Jason Flint
Ingredients for a Shared Vision

• A lawsuit, a plan, and some money
• Building blocks of systems change
• A captain, her crew, and other true believers
Culture Change needs Partners!

- Resources to invite other organizations to undergo change
- A direct line to the State – level 3 changes
- Commitment comes from relationships, shared experience
- From commitment comes sustained engagement and support
Discovering a Purpose and Practices to Create Transformation

Louella Kaufer
Important for

- Formal structures
- Shared language
- Level 1, 2, and 3
- Technical Assistance
- Community of practice
- Ad hoc meetings
- Lean in
Important to

• Have fun
• Relationships
• Use humor
• Food
• Creativity—work along the edges
• Ask questions, learn
• See the opportunities and take them
• Open, honest conversation
Finding Hidden Treasure

Stacy Roe
FINDING HIDDEN TREASURE

Vision
Energy Inspiration
Skills
Courage Competence
Incentives
Better Lives
Support Relationships
Action Plans
Keep Moving Forward
Resources
Synergy Effectiveness
Sea of Change
Growth & Fulfillment
What are you seeing for yourself from this?

Conversation and Questions
Leaving in Action

• Questions for you to consider...

  • What is one thing that caught your attention during our session?

  • What questions did this raise for you?

  • What are you seeing for yourself from this?
Questions?
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Thank you!