

Change Leadership Vision Council

System Culture Shift

| <p>↓ FROM ↓ Defensive Style</p> | <p>TO ↑ Constructive Style</p> |
|---|---|
| <p>Current Assessed State: Compliance Mindset</p> | <p>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 Mindset3. Fear of risk and change4. Geographic Alignment5. Outcomes measured by negative indicators | <p>Ideal Behaviors:</p> <ol style="list-style-type: none">1. Communicating “What and Why”2. Progress Mindset3. Be an agent of change, be proactive and increase advocacy4. Goal Alignment5. 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: Kristie Oliver, Executive Director, at Kristie@iachild.org

