## Change Leadership Vision Council

### System Culture Shift

<table>
<thead>
<tr>
<th>FROM</th>
<th>TO</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Defensive Style</strong></td>
<td><strong>Constructive Style</strong></td>
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<table>
<thead>
<tr>
<th>Current Assessed State: Compliance Mindset</th>
<th>Overall Goal for the System: Move to a Value-Based Mindset</th>
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### Current Assessed Behaviors:

1. Communicating only “What”
2. Fix-it Mindset
3. Fear of risk and change
4. Geographic Alignment
5. Outcomes measured by negative indicators

### Ideal Behaviors:

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

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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.

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