

Tag! You're It!

Transitioning Leadership

1

OCTOBER 2019 - GRAND RAPIDS, MICHIGAN

PRESENTERS:

CHRIS ROE, COLORADO STATEWIDE INDEPENDENT LIVING COUNCIL (SILC)

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Takeaways

- ▶ What do you do when you are replacing a Legacy... or not a Legacy... on a SILC or in a Center for Independent Living
- ▶ How Colorado Transitioned to a new Designated State Entity and what we learned...and continue to learn 3 years later

Tag! You are the new
Designated State Entity,
oh... and we expect you to be our
deliverer within ten minutes

A Little History First....

- ▶ 2009 – Attempts at Paradigm Shift
- ▶ 2013 and 2014 – Lobbyist and Joint Budget Committee
- ▶ SB15-240 – Allocation of General Funds
- ▶ SB16-093 – Transfer of DSE from the Colorado Department of Human Services to Colorado Department of Labor and Employment



Governor John Hickenlooper signing SB93 in his office with Center Executive Directors and staff surrounding him,

Recommendations...

- ▶ 1:1 CIL Director meetings – At CIL
- ▶ Bi-monthly Diner Dialogues
- ▶ Office Program Commitment Tool
- ▶ DSE – technical assistance audit

Recommendations...

- ▶ 1:1 SILC chair meeting - Off site
- ▶ Weekly SILC Check-in meetings
 - Fiscal sponsor
 - Administrative task requests
- ▶ SILC executive committee meetings

Input/Advice/Stories
from those who have
moved their Designated
State Entity

Questions....

Tag! You are the SILC
Chair, oh... and you are replacing
the one who said the Chair “was not that
much work”

- ▶ Change is the law of life and those who only look to the past or present are certain to miss the future—**John F. Kennedy**

Recommendations...

12

Beware of friends bearing gifts

- ▶ Be clear about what you are getting into
- ▶ Talk about the scope of the relationships involved

If you want what you're saying heard, then take your time and say it so that the listener will actually hear it. – **Dr. Maya Angelou**

Recommendations...

Qualities to look for

- ▶ Commitment to Independent Living
- ▶ Common understanding of the issues
- ▶ Ability to communicate both the new ideas and hard issues

Recommendations...

15

The Early Bird Gets the Worm

- ▶ Get Involved Early and Often
- ▶ Being Involved in the decision making is key to transition

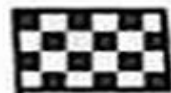
Recommendations...

Let It Be

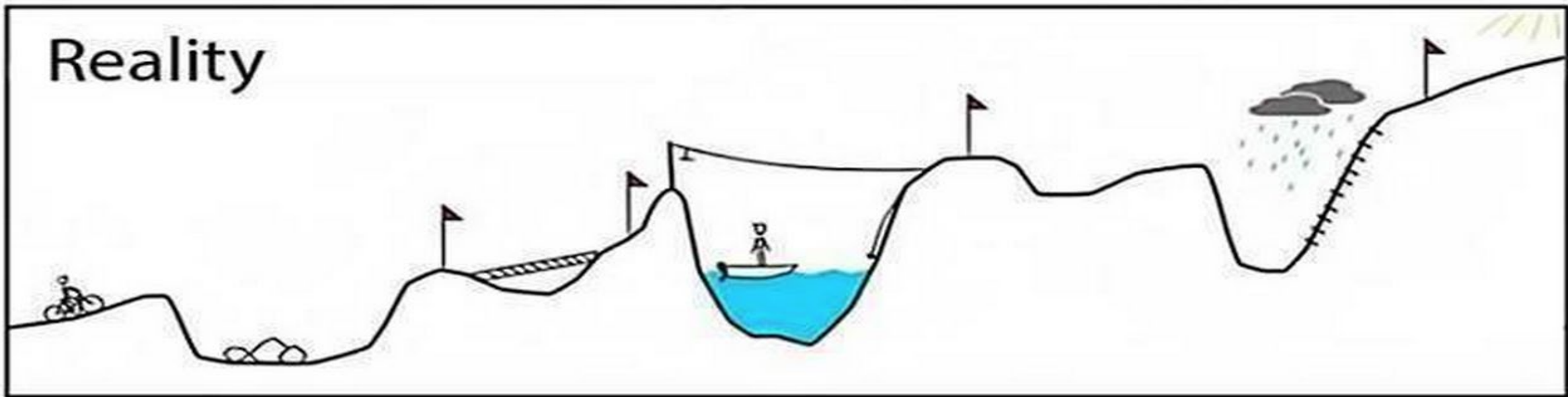
- ▶ Trust the One You're With
- ▶ The hardest part is to let go of the organization you are committed

Because:

Your plan



Reality



Input/Advice/Stories
from those who have
transitioned into the SILC
Chair

Questions....

Tag! You are the new
Executive Director, oh...
and you are replacing the one who is
considered the “founding” chief

Recommendations...

22

- ▶ Make sure you and your board are on the same page
- ▶ Clean out your office or move your office to a vacant office

Recommendations...

23

- ▶ Within the first 3 months do a Strategic Plan
- ▶ Mold an Executive Team

We cannot become what we
want to be by remaining what
we are- Max DePree

Change is hard on some...

- ▶ Boundaries were hard for some staff as they had never been told “no” before with regards to butting into other people’s positions
- ▶ New thinking on finances (developing an Indirect Cost Rate)
- ▶ Change thinking from “we’re just a little non-profit” to where we want to go)

...while others embraced it

- ▶ Great Board that embraces the changes and their roles
- ▶ Transparency with staff (they had never seen the budget before or been a key part of the strategic planning)
- ▶ Developing a Reserve Policy and spending it down (okay, this one gives our old school finance person a heart attack)

A Contrasting Example...

Input/Advice/Stories
from those who have
transitioned to the
Executive Director

Questions....

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