

Brown County
Leadership
Co-Operative

Brown County Leadership Co-Operative

A cooperative (also known as co-operative, co-op, or coop) is an autonomous association of persons united voluntarily to meet their common economic, social, and cultural needs and aspirations. (Wikipedia)

Value Proposition: Promote success, raise awareness of challenges and opportunities, support volunteers, provide support and Leadership for improvement through proven practices, methods, tools

Premise

- Anyone that has made and sustained a change has integrated four basic components:
 - Motivation - Identified a need or a want;
 - Action – Took action until they achieved what they desired
 - Feedback – Assessed results
 - Learning – Applied new knowledge, shared the story
- Integrating these four components within a shared framework for assessment, strategic planning and project management will help us develop, promote, and sustain a collaborative leadership capability within the County.

Brown County Leadership Co-Operative

Ver 3.0

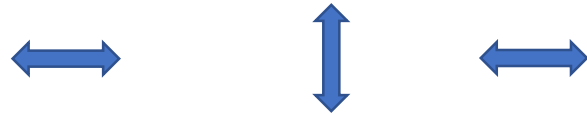
VISION: We the People in order to form a more perfect (better) Union (County)



Assessments

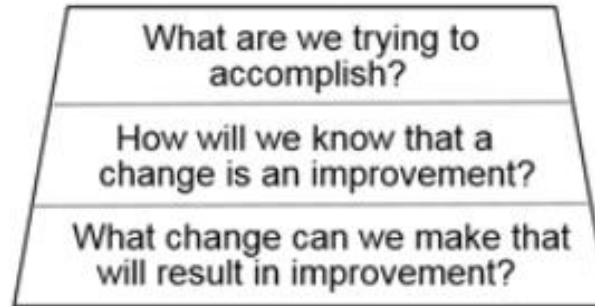
	Helpful	Harmful
Internal	Strengths S	Weaknesses W
External	Opportunities O	Threats T

Process

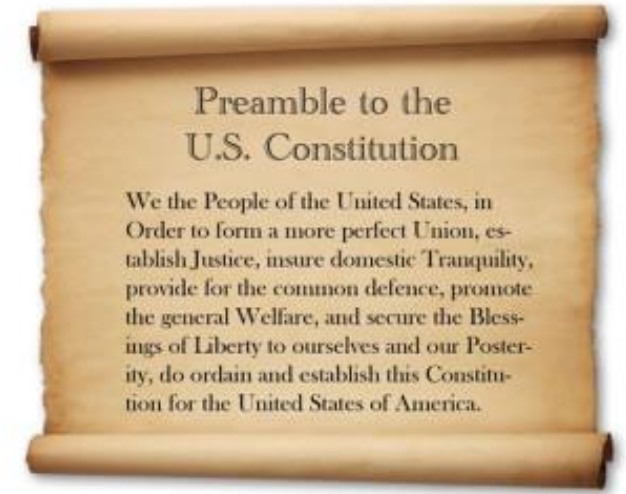


Project Management

Model for Improvement



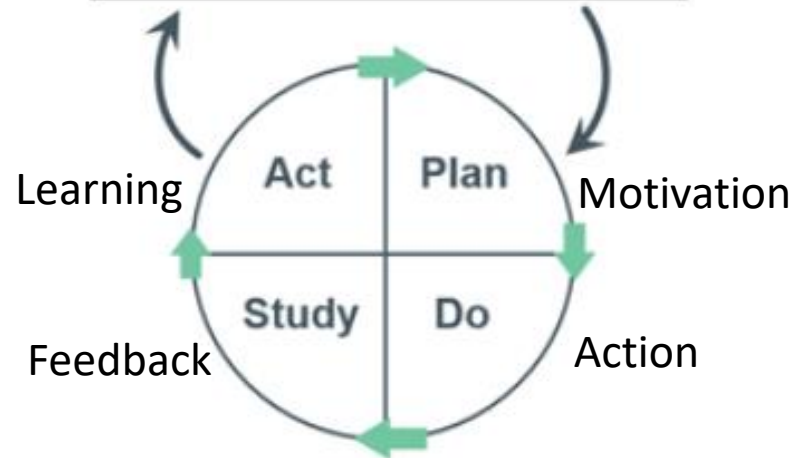
Purpose



Strategic Planning with Stakeholders



COMMUNICATING PURPOSE TO STAKEHOLDERS



Assessment – SWOT

- Identify the situation – organization, issue, idea
- Along with Stakeholders, address the following questions:
 - What are **Strengths** (Accomplishments, successes, pros, advantages, positives, things going right...)
 - What are the **Weaknesses** (Things not going so well, gaps, disadvantages).
 - What are the **Opportunities** (possibilities, challenges, things that could be better) ?
 - What are the **Threats** (Challenges, How can things get worse)?

Our Community - SWOT

Strengths	Weaknesses
Opportunities	Threats (Challenges)
<ul style="list-style-type: none">• Quality of Life• Excellent Schools, Career Resource Center• History of Successful Projects & Leadership• Acceptance of CVIs – a sense of urgency	<ul style="list-style-type: none">• Communication is No. 1• Strategic Planning and Governance• Need to Expand Economic Base
<ul style="list-style-type: none">• Sustainable and Collaborative Leadership• Build on Past Successes• Tap the passion and potential of the citizenry	<ul style="list-style-type: none">• Economic Sustainability• Competition for people and jobs• Community Support for Development

Example: Brown County SWOT -included in [Hometown Collaborative Initiative](#) (HCI) Presentation

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Strategic Planning with Stakeholders

- Identify the Opportunity (See SWOT) and Priority
- Identify the Need (s)
- Identify the Mission (Purpose, What are you/others going to do, provide)?
- Identify Vision (Why are you doing it, what difference do you want to make?)
- Identify Values
- ***Identify Stakeholders, their needs, expectations, feedback***
 - ***Direct – who receives the product / service?***
 - ***Internal – Who provides the produce/service?***
 - ***Indirect – Who else is effected or interested ?***



Strategic Planning with Stakeholders continued ...

What are the Goals?

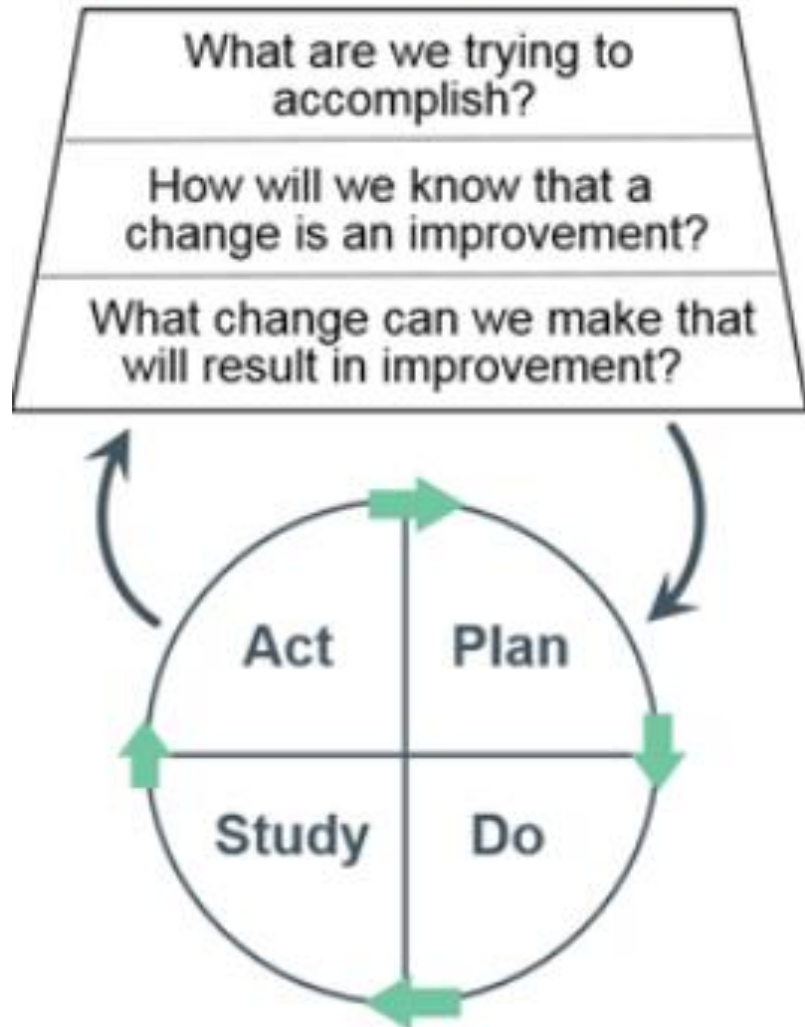
- The purpose toward which an endeavor is directed.
- The result or achievement toward which effort is directed or aimed.



What are the “S.M.A.R.T.” Objectives for each Goal ?

- **S**pecific, **M**easurable, **A**chievable, **R**elevant, **T**ime-Oriented

Model for Improvement



Project Management

- **PLAN.** What is needed to bridge the gap between the current situation and desired outcomes?
- **DO.** What actions need to be taken, when, by whom?
- **STUDY** – What feedback will be used to assess results?
- **ACT** – What are the next steps?

[Introductory Video – PDSA Daily Life](#)

Summary

- Shared vision
- Common Language
- Proven practices, methods, tools
- Leadership Support
- Continuous Improvement in making progress towards the vision

ENCLOSURES

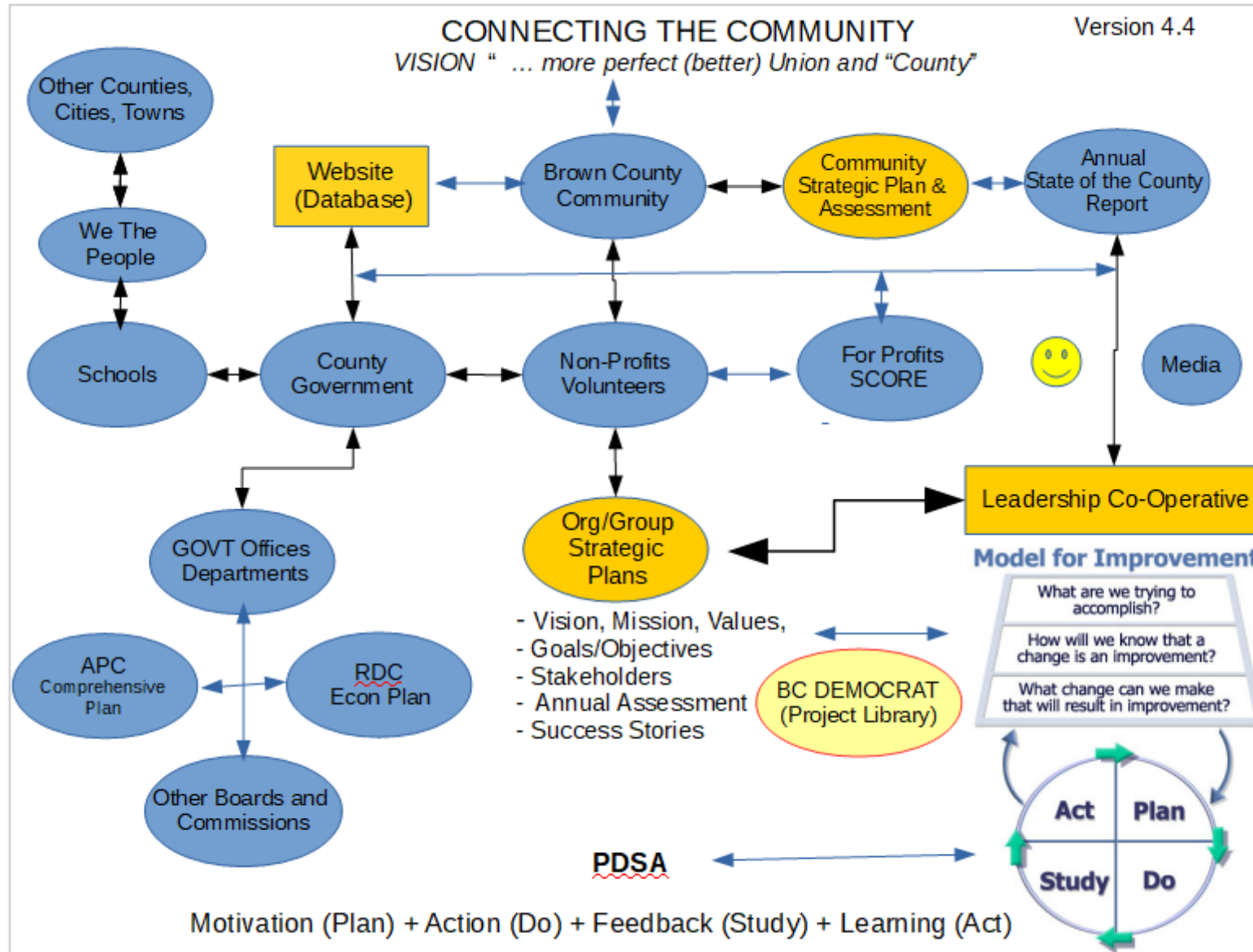
"...a more perfect Union" and County

Perfection is not attainable, but if we chase perfection we can catch excellence. -- Vince Lombardi



American Society for Quality – Law of Variation

- Variation is defined as the difference between an ideal and an actual situation; *Reducing variation from the ideal is the key to excellence*
- An ideal situation represents a standard of perfection—or the highest standard of excellence defined by stakeholders, including direct customers, internal customers, suppliers, society, and shareholders.

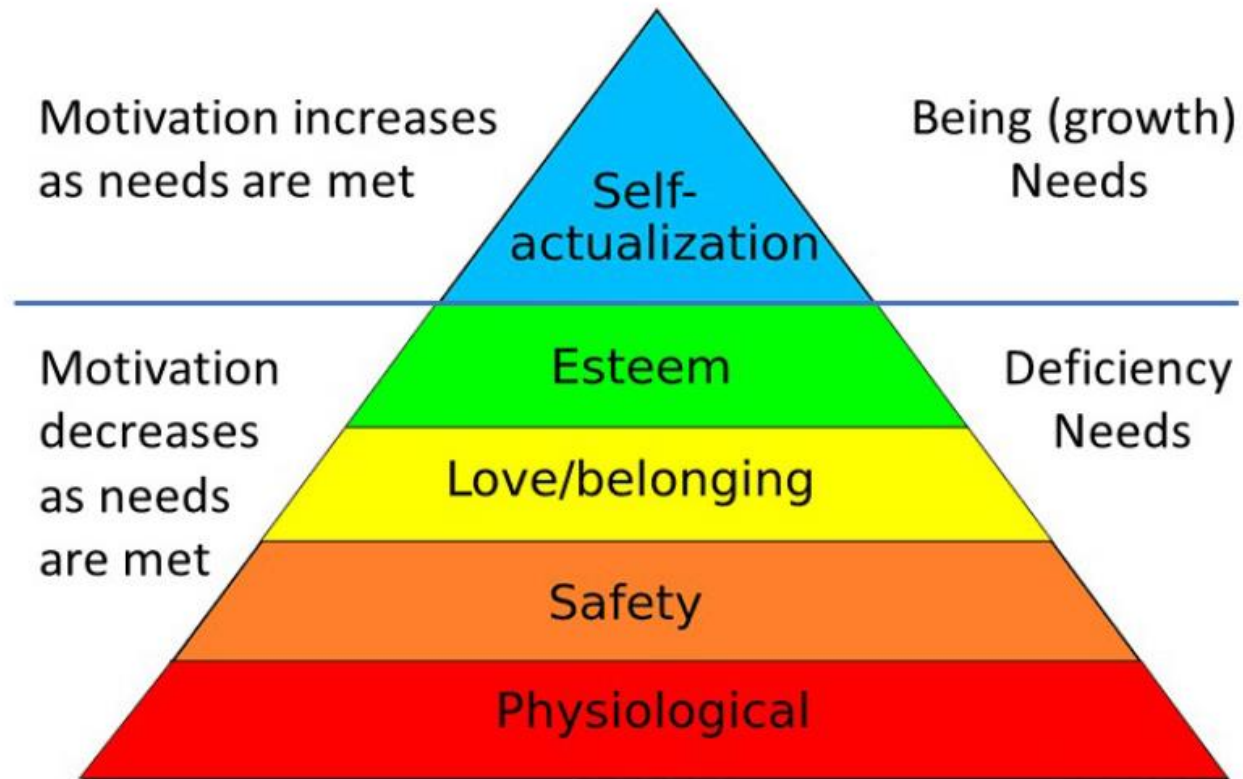


Brown County - Examples

Successful Programs and Projects in Brown County

- [Brown County Democrat](#) – Success Stories – Non-Profit, Profit
- South Central Indiana – [United Way 2-1-1 Resource Database](#).
 - [Brown County 2018 Quarter 2 Results](#)
- [GuideStar](#) ” the most complete, up-to-date nonprofit data available“
- [Brown County League of Women Voters – Who’s Where in Brown County “Stakeholders”](#)

Needs



Needs

Maslow Hierarchy of Needs		CULTURE										
		Leadership	Political / Govt	Economic	Security	Social	Information	Infrastructure	Physical Environment	Time		
Self-fulfillment needs	Self-Actualization (the need for development, creativity)	x	x			x					x	Quality Leaders and Organizations
Psychological Needs	Esteem/Ego (the need for self-esteem, power, recognition, prestige)	x	x	x		x					x	Family & Community Expectations and Culture
	Social (the need for being loved, belonging, inclusion)	x	x								x	
Basic Needs	Security (the need for safety, shelter, stability)	x	x	x	x			x	x	x	x	Government and Non-Profit
	Physical (The need for air, water, food, rest, health)	x	x	x	x			x	x	x	x	



BROWN COUNTY

SECOND QUARTER 2018

The Needs

Top Needs:



Utility Assistance (52)



Housing (32)



Food/Meals (29)



Clothing/Personal/Household Needs (25)



Health Care (18)

Unmet Needs:



Clothing/Personal/Household Needs (5)



Education (5)

Total number of unmet needs: **20**

*unmet needs are recorded when there are no existing resources, or when a person is ineligible or refuses to utilize existing resources.

Community Vitality Indicators (CVI) 2016 Assessment



Community Vitality Indicators

Vitality - capacity for survival or for the continuation of a meaningful or purposeful existence

Category	Assessment	Status
Assessed Property Value	Not keeping pace with inflation	R
Per Capita Income	Upward trend over the past 5 years; Below 1999 highs	Y
Educational Attainment Rate	Above State Average - HS graduation rate Below State average – associate degree or higher	Y
Population Growth	Projected to continue to decline through 2050	R
Public School Enrollment	Steady decline in enrollments and funding <i>Community supported referendum in 2016</i>	R