

GOING ALL IN! HOW TO MAINTAIN TRACTION WHILE YOUR SYSTEM REBUILDS

Tips for Early Adopters

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LEARNING GOALS

- ◉ Understand and manage the challenges of early adoption
- ◉ Prepare for the challenges of system-wide change
- ◉ Discover all that makes you awesome and how you can be even awesome-er during transition

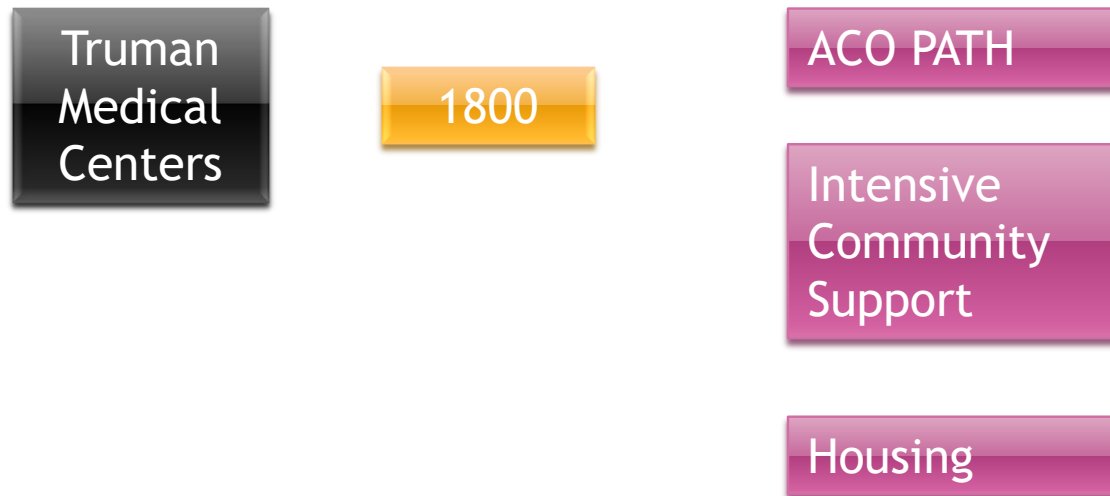
BACKGROUND

My name is Sara and I come from the
Land of Perpetual Change

- ◉ Assertive Community Outreach (ACO)
 - Who We are
 - What We Do
 - How We Do it

BUT WAIT, THERE'S MORE

- ACO-PATH's Family Tree



WE BRING THE MAGIC



AND WE DRINK THE KOOL-AID



KOOL-AID MAGIC

- ◉ Adaptable
- ◉ Improved outcomes
 - Retention
 - Housing
 - Meaningful clients

WHAT DOES IT MEAN TO BE AN EARLIER ADOPTER

- ◉ In the business and technology world early adopters are
 - path-clearing
 - guinea pigs



BEST PRACTICES \neq NEW TECH



INNOVATION IS KEY



INNOVATION

- ◉ Creativity

- ◉ Strategy

- ◉ Risk

BENEFITS OF EARLY ADOPTION

- ⦿ You get to be fancy
 - (funders love fanciness)
- ⦿ You get to be prepared
 - Troubleshoot first
 - Use data first
 - Adjust your program accordingly

CHALLENGES OF EARLY ADOPTION

- ◉ A little outside support and a lot of side eyes
- ◉ It is *expensive*
- ◉ You might be the square peg on the block
- ◉ Sometimes the next big thing turns out not to be the next big thing

BUT IT'S WORTH IT!

HERE THEY COME!



THIS IS GOING TO TEST THE HECK OUT OF YOUR

- ◉ Patience
- ◉ People Skills
- ◉ Commitment/Flexibility

WHAT IF

- ◉ System priorities don't align with yours?
- ◉ Everything seems to freeze

WHAT IF MORALE SUFFERS

- ◉ Case Managers
- ◉ Housing Providers

HOW CAN I MAINTAIN PROGRESS FROM THIS HAND-BASKET?

Priorities

Resources

Morale



PRIORITIES

⦿ Options

- Bend, don't break
- Write them on the wall
- Russian Doll prioritization
- Make lots of friends and be irresistible

RESOURCE FREEZE

- ◉ Can be a great opportunity
 - Be that innovator
 - Participate in the community's awesomeness
 - Use that irresistible friendship

MORALE

- ◉ Talk about it!
 - Transparency is your friend
- ◉ Help identify all the awesomeness that is STILL happening
- ◉ Fun and Team Building
- ◉ Snacks!

MAKE SOMETHING AWESOME HAPPEN!

◉ Identifying and engaging allies

- Who do you want to reach
- Define your purpose
- Appreciate differences and celebrate shared goals

◉ Increasing buy-in

- Talk about the purpose
- Ask about what *they* want
- SHARE

INNOVATORS GONNA INNOVATE

- ◉ Stay focused...and...
- ◉ Experiment
- ◉ Turn your creativity into action
 - What are we good at?
 - What are we less good at?
- ◉ Create win-win-win situations

QUESTIONS COMMENTS CONCERNS

- ◉ Shouts of outrage