

RESTOMOD...

Breaking from the Pack

LeadingAge Michigan
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The Future

“The future is not a result of choices among alternative paths offered by the present, but a place that is created--created first in the mind and will, created next in activity. The future is not some place we are going to, but one we are creating.

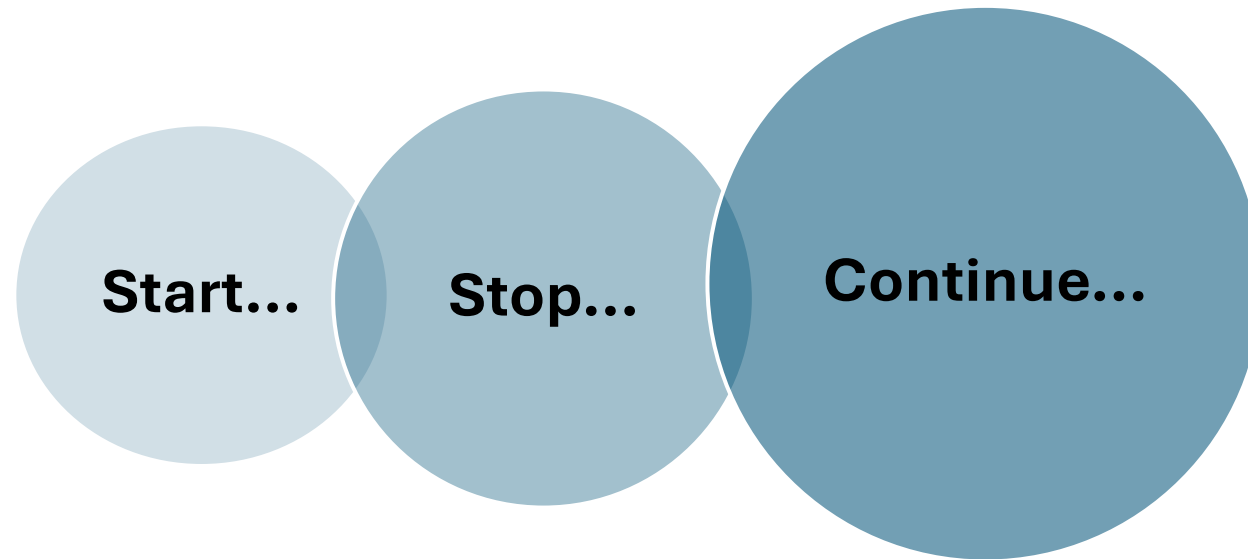
The paths are not to be found, but made, and the activity of making them, changes both the maker and the destination.”

~ John Schaar



Start-Stop-Continue

In order to....



“If we don’t change, we don’t grow.
If we don’t grow, we aren’t really living”

~ Gail Sheehy





**Restomod...
Breaking from the Pack**

Restoration

Modification

RESTOMOD Insights

✓ Dream

✓ The Power of
Questions

✓ Trust

✓ Building a Team

✓ Resilience



RESTOMOD Insights

DREAM



Seven Levels of Change

Level 1: Efficiency. Doing things right

Level 2: Effectiveness. Doing the right things right

Level 3: Improving. Doing things better

Level 4: Cutting. Doing away with things





External View



Taking a Deeper Dive



Seven Levels of Change

Level 5: Adapting. Doing things others are doing

Level 6: Different. Doing things no one else is do

Level 7: Breakout. Doing things that can't be done



RESTOMOD Insights

The Power of Questions



The Power of Questions

“The art and science of asking questions is the source of all knowledge.”

~ Thomas Berger

- ✓ Increases knowledge
- ✓ See the world through others' eyes
- ✓ Understand history
- ✓ Trust building
- ✓ Assess Listening ability
- ✓ Begins the change process



The Power of the Question

Imagine that we're exactly where we want to be as an organization, in three years time. What are the three biggest things we've accomplished between now and then?

- ✓ What are some ways we have brought this to life?
- ✓ What good things are we known for in the greater community? In our field?
- ✓ What makes us best in class?

Two Contrasting Models for Organizational Change

Deficit-Based Change

Identify the Problem

What is the need?

Analyze Causes

What is wrong here?

Analyze Possible Solutions

How can we fix it?

Action Planning

Problem solved!

Constructionist-Based Change

Discovery

Discover the best of what is.

Dream

Imagine what might be.

Design

Dialogue what should be.

Destiny

Create what will be.

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Trust



Trust

“Trust is the glue of life. It is the most essential ingredient in effective communication. It’s the foundational principle that holds all relationships.”

~ Author Unknown

- ✓ Building block to success
- ✓ It is built with consistency
- ✓ It can be fragile
- ✓ Trust in self, builds trust with others
- ✓ It’s about actions, more than word



RESTOMOD Insights

Building a Team



Building a Team

“I can do things you cannot, you can do things I cannot, together we can do great things.”

~ Mother Teresa

- ✓ Collaboration is foundational
- ✓ No one can do it all
- ✓ Problem solving ability is enhanced
- ✓ Innovation happens
- ✓ It enhances personal growth
- ✓ Allows for smarter risk-taking



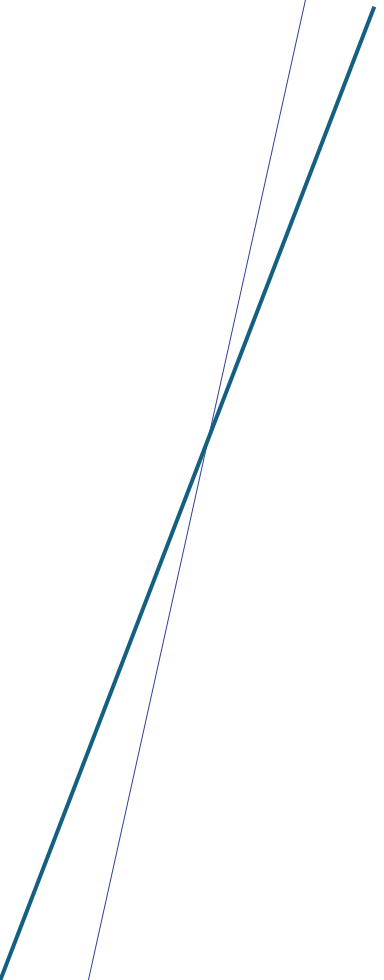
Building a Team



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Resilience





“Breaking and rebuilding happen simultaneously. So when you are crumbling, remember it is from the bottom we rise again.”

~Hannah Blum





See you down the road.....



BMA

BATTISTI MANAGEMENT AFFILIATES

Thank You!

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