



PROFIT

By Investing In Workers
With Disabilities

America works best
when *everybody* works.



FAIRWAY

“Progress Involves Risk. You can’t steal second base and keep your foot on first.” Frederick Wilcox

Organizational Transformation...

7 ‘not-so-easy’ Lessons Learned

Mediocre organizations are always at their best

Business Operations

- ❑ Decreasing margins
- ❑ Inadequate workforce
- ❑ Valuable business partners not maximized
- ❑ Lots of brick and mortar
- ❑ Unrecognized source of economic development
- ❑ Need to Diversify

Employment Services

- ❑ SE Funding Challenges
- ❑ Sheltered work decrease
- ❑ Increasing cost and complexity of services
- ❑ More individuals not eligible for Medicaid
- ❑ Dual Diagnosis
- ❑ Professional angst

“Getting an outside view is often helpful to changing what’s inside.”

Engaged leadership matters

- Assemble a group to lead the change
- Maximize staff participation
- Provide skill and leadership training
- Commit to dream, try new ways and take action.
- Surround yourself with like minded people.

Let Your Customers Call the Shots

“What get
measured
gets
improved.”

Peter
Drucker

- Collect baseline impact data
- Revise mission, vision and values with input
- Evaluate current services and business projects
- Project future development
- Align strategic plan with daily work
- Measure Results

Let Your Actions Speak



- Service and business teams meet regularly to track progress
- Teams report progress and successes at quarterly staff meetings
- All meetings begin with a focus on the mission
- Increased marketing efforts to expand awareness and networks

Inspire Personal Responsibility



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