

ICF MODERNIZATION






**WHAT DO I HOPE YOU
LEAVE HERE WITH
TODAY?**





WHERE ARE WE GOING TODAY?

- Set the table
 - Define Modernization (for the purposes of this presentation)
 - Define our challenge
 - Go in depth on the two aspects of Modernization
 - Share an example of one aspect at St. Joseph Home
 - Talk about what's next
- 

LET'S TALK ABOUT LEADING CHANGE



LEADERSHIP FEELS LIKE THIS IN MY HEAD.....



...AND THIS IS HOW THINGS GO....





DO WE REALLY NEED TO MODERNIZE?



WHEN WE TALK ABOUT MODERNIZATION.... ARE WE CARS....OR BASS GUITARS



Fender Precision Bass 1964

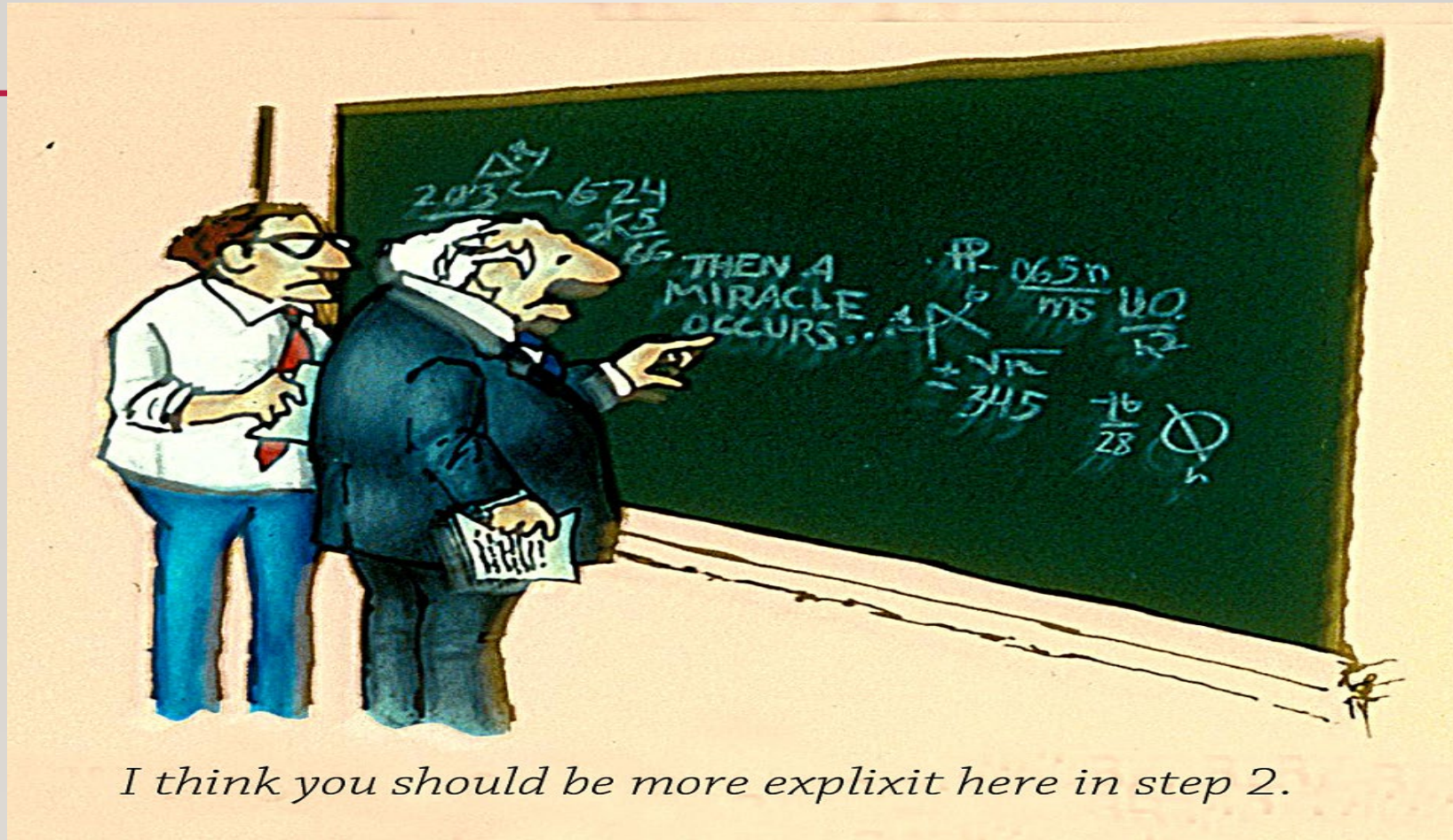
Excellent

\$15,589.15

**MODERNIZATION IS A
BIG TOPIC, HOW DO
YOU CHANGE IT?...**



NOT LIKE THIS!



I think you should be more explicit here in step 2.

**BIG CHANGES COME IN SMALL
STEPS, SO WHAT ARE
A COUPLE ACTIONABLE WAYS
WE COULD MODERNIZE?**



WHICH BRINGS US TO....

What is Modernization? (at least for today)



Modernization can mean a lot of things....

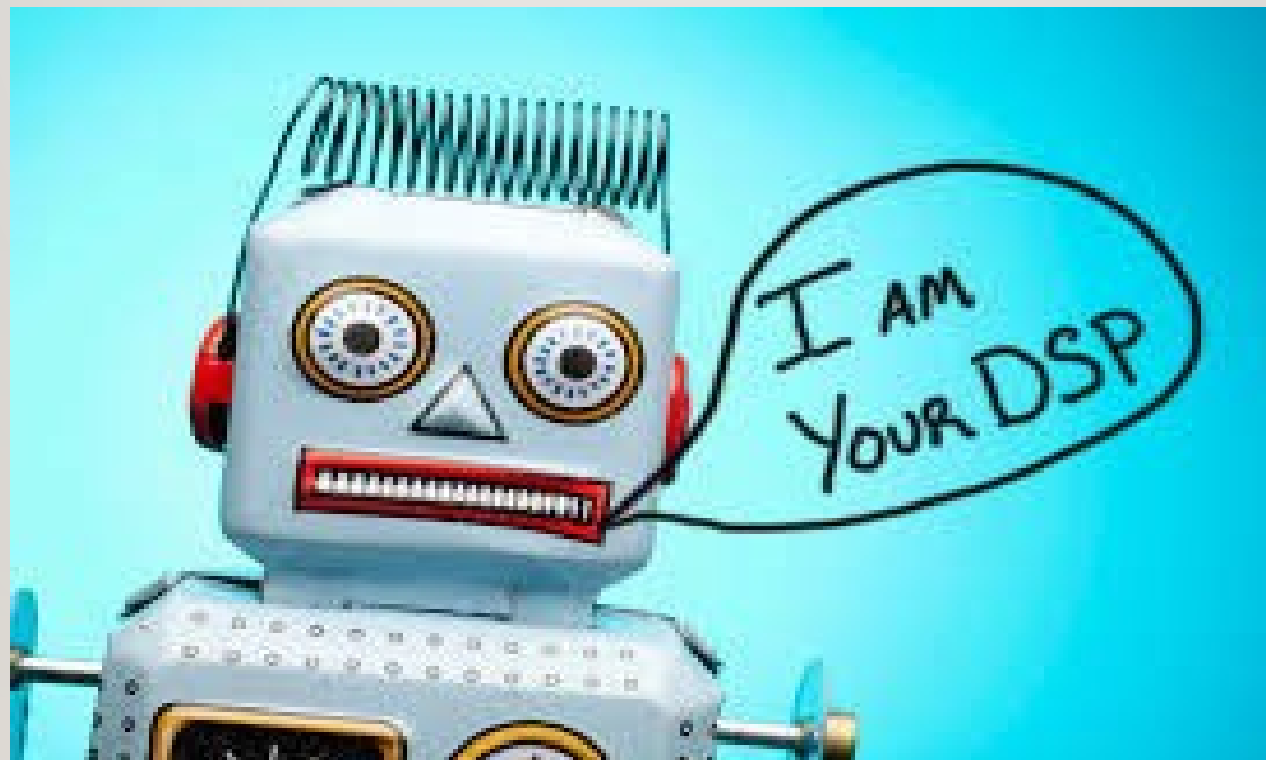
..but the scope of this presentation centers around two things...

- 1. Workforce Professionalization**
- 2. The Use of Technology to Impact the Work We Do**

It might be more appropriately called “Futurization”



....SO WE'RE GONNA AUTOMATE THE WORK OF A DSP (OR NURSE, ETC.)!



Why These Two Topics?

30-30-30





WILL WE REALLY HAVE LESS PEOPLE?

- We will finish our career in a steady mode of declining total workforce in America (and around the world).
 - Its pretty simple..
 - Individuals 55+ are rising steadily
 - Individuals 25-54 are basically holding steady
 - Individuals 16-24 are rapidly declining
 - Birth rates around the world are declining

WILL THE DEMAND FOR OUR SERVICES REALLY GO UP?

- Growth of Medically Complex Population
- 500,000
- 5,000

30-30-30 DOES NOT MEAN....

- Let's do more with less!



30-30-30 WILL NOT BE SIMPLY FIXED WITH....




GROUND RULES WE HAVE TO CONSIDER...

- Simple solutions are easy, but don't solve complex problems
- We have to be realistic, but refuse to accept the status quo
- Solutions have to be flexible, but have a sense of continuity
- Designing and rolling out only works for really good architects...we have to figure out how to try things and build toward a longer plan



WHY WORKFORCE PROFESSIONALIZATION?

If we know that there will be a smaller pool of workers to hire from, we have to do several things..


- We have to be really good at recruiting
 - We have to be really good at retaining
 - We need to be more “surgical” in what we pay
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ELEMENTS OF MODERNIZATION AROUND WORKFORCE PROFESSIONALIZATION

- I. Tiered DSP pay for skills
 - Credentialing
 - Recognized workforce matrix
 - Other benefits
- II. Someone in your Org who “owns” it
- III. Communities of practice
- IV. Work with existing partners who have done great work on this



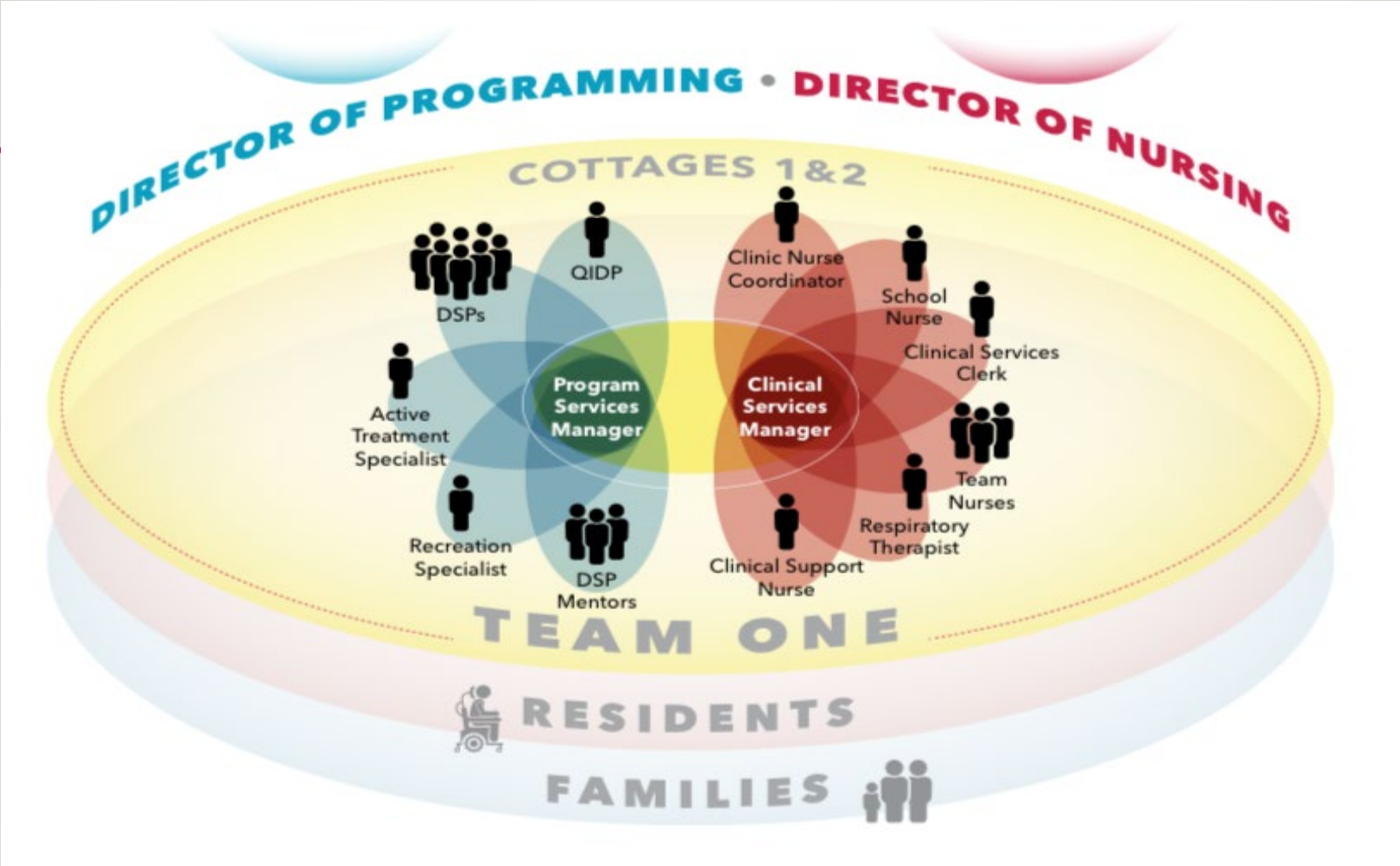
LET'S TALK ABOUT TECHNOLOGY...

- None of us are tech experts....
 - We face a future of technology that is literally beyond what we can comprehend
 - We are serving people right now who will have technology available to them in the near future that will completely change their reality
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ELEMENTS OF TECHNOLOGY MODERNIZATION

- I. The ICF as an Opportunity to Expand Technology's Use in Ohio
- II. Funding the Purchases of Technology
- III. Creating Permanence to Dollars Invested in Technology
- IV. Funding for Internal Bandwidth in Organizations
- V. Leverage Existing Experts (at DODD and 3rd Party)

WHAT WE DID AT ST. JOSEPH HOME



WHAT'S NEXT?

- Work with the DODD on how funding could align with this system
- Try things and share results
- Work with partners- what can we accomplish in Ohio?
- Work with your teams on one step you could implement
- Begin to talk with providers who have tried technology

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