

Leadership for What Change?

- ACA is vehicle to achieve Triple Aim—or is it?
- Behavioral Health is being pushed into the mainstream
 - Should it survive?
 - “Separate is never equal”
- We need a vision to organize leadership

Leadership for What Change?

- Ability to distinguish between 1st and 2nd order change may be critical
 - First order: rearranging the deck chairs on the Titanic
 - More associated with transactional leadership
 - Second order: profound irreversible fundamental change
 - More associated with transformational leadership

Leadership for What Change?

- Need to understand difference between transactional and transformational skills
- Leadership skills need to be adapted at different levels
 - Changes in policy require different skills than changes at the point of service delivery
- Is the leadership ability that is needed now the same as the leadership needed in the future

Improvement requires change, but...

Not all change is an improvement

Ability and integrity to know the difference is an
essential leadership skill