ACMHA Summit
Mind and Body Reunited: Perspectives on Integrating Behavioral and Primary Healthcare

Leadership and Integration: What Needs to Change?

Santa Fe, New Mexico
March 17, 2007

A. Kathryn Power, Director
Center for Mental Health Services
Transformation Working Groups

Continuous Small Steps

Exploratory Medium Jumps

A Few Big Jumps

Transformation Now

State Plans
Action Agenda
Leadership Development
Technical Assistance
Discretionary Grants
“Transformation Trends”
Dimensions of Transformation

All dimensions need to be aligned and enabling capabilities need to be identified:

- **Culture** - understandings, beliefs, practices that define and shape operational decisions, organizational responses, and human reaction to change
- **Concepts** - structured approaches to expressing how a course of action might be accomplished for current or future systems, supports and services
- **Authorities** - changes in public laws or regulations that may be needed to provide authority, permission or capabilities to implementation
- **Processes** - changes in steps, tasks or procedures needed to implement concepts or apply capabilities
- **Capabilities** - techniques, tools and systems that may be required to execute a specified course of action
- **Organizational design** - the change in an organization’s division of labor that may be needed to implement a desired course of action in order to bring about desired results