

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

***Leadership and Integration: What Needs to Change?***

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[www.samhsa.gov](http://www.samhsa.gov)

# Transformation Working Groups

Federal Partners

SAMHSA Matrix

Transformation Action Initiative (OPM)

MHT SIGs/States

Strategic Planning/PSC

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