



BHRS Alcohol and Other Drug Stakeholder Process

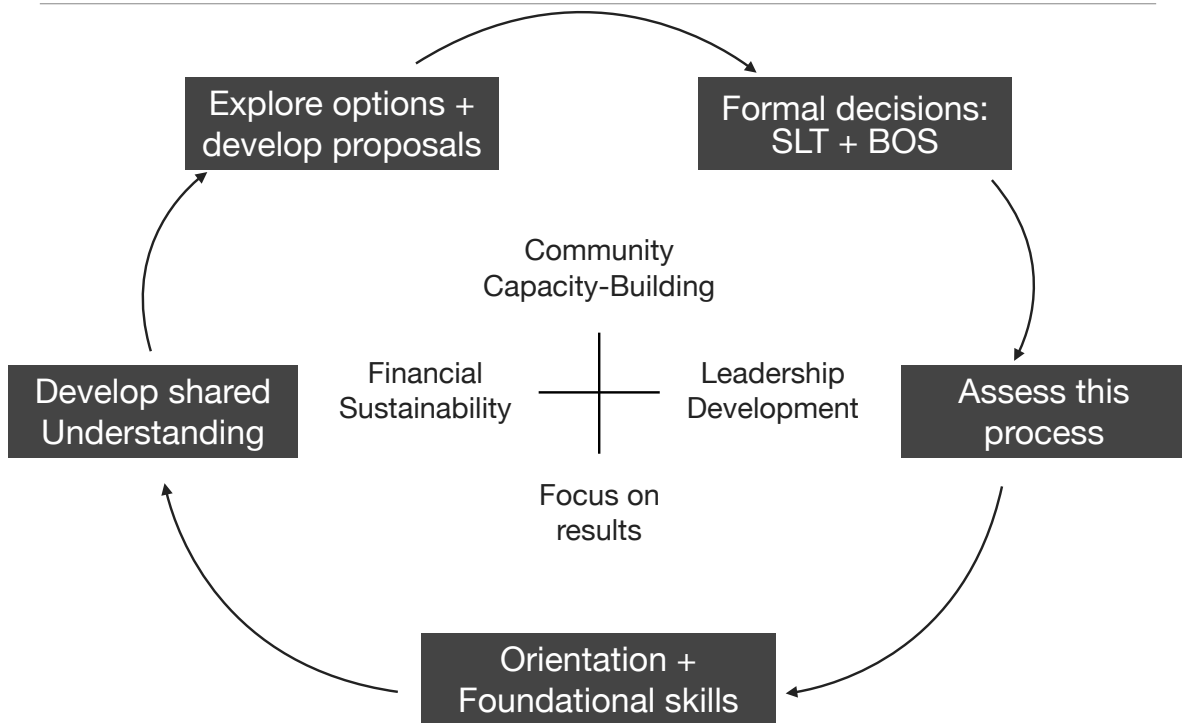
Luminescence Consulting
310 422 2256 • luminescence.org

Our focus tonight

- Begin delegates process for the FY 2011-12 AOD Budget
- Develop shared understanding of the context and focus for this process
- Develop shared understanding of where authority and power reside in this process
- Develop the meeting schedule



Road map for the AOD Stakeholder process



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Setting the context

- Brief introduction to the AOD Budget
- Understanding the choice points



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A first intro to the AOD budget and our focus

- 2 kinds of funds**
- Categorical (includes Prevention plan)
 - Non-categorical

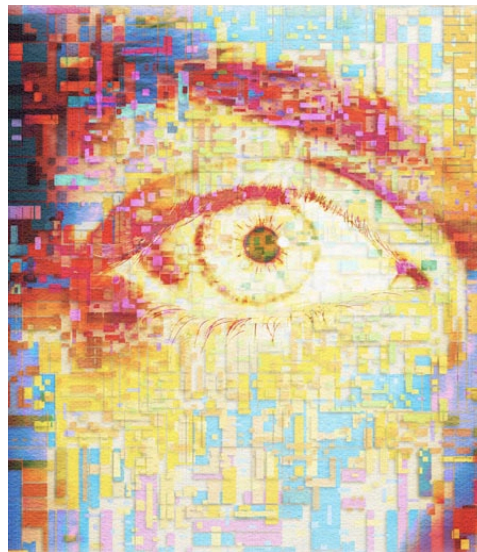
- 2 primary foci for the non-categorical \$**
- Community outpatient services
 - Stanislaus Recovery Center (SRC)

- ↓ Projected loss of non-categorical \$**
- Timeframe: FY 2011-12
 - Amount: ~ **\$900,000** (885,472)

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Two main purposes of our work

- **Balanced budget** proposal for FY 2011-12
- Recommendations for **increasing the effectiveness** of the system of care (including non-service aspects)



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Understanding the process

Core concept: 4 dimensions of change

	Interior	Exterior
Individual	Thoughts + feelings Sense of identity Motives Imagination and dreams Personal history ...	Behaviors Skills + competencies Public commitments ...
Group	Purpose Values + norms Feelings + relational field Alignment of individual, group, + higher intentions Collective history ...	Budgets Technology Systems Organizational structures Collaborative agreements ...

Distinguishing between power + authority

- **Formal authority** (group exterior)
 - Senior Leadership Team for BHRS
 - County CEO
 - Board of Supervisors
- **Power (All 4 quadrants):** Alignment of intention and action among multiple



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The scallop principle

- **The principle:** Each one of us is an eye (I); the whole discerns and acts through us.
- **The corollary:** when we do not hear from any eye (I), the whole is at greater risk.



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Gradients of agreement

Endorse	Endorse with minor point of contention	Agree with some hesitation	Abstain	Stand aside	Disagree but will support the majority	Disagree and don't want to help implement	Can't go forward
<i>I like it</i>	<i>Basically I like it</i>	<i>I can live with it</i>	<i>I have no opinion</i>	<i>I don't like this, but I won't hold up the group</i>	<i>I want my disagree- ment recorded, but I'll support the decision.</i>	<i>I won't stop anyone else, but I don't want to make this happen.</i>	<i>We have to continue working.</i>

Setting the schedule

- **The goal:** Multiple dates between now and March 1
- **The process**

