

RIPPED FROM THE HEADLINES

51% of large U.S. employers now offer consumer-directed plans giving consumers more control over - and a bigger stake in - health spending. Wall Street Journal 2/09

With the soon-to-be-available Stimulus money, the good news is that new funds will be available for a wide range of projects... The bad news is that you can't expect the competition - or the contracting - to be the same. Open Minds 3/16/09

NEW MODELS FOR FINANCING AND REIMBURSING FOR HEALTH AND HUMAN SERVICE DELIVERY. Open Minds 3/18/09

INCREASING CHALLENGES TO NON-PROFIT'S TAX-EXEMPT STATUS: WHAT DOES IT MEAN FOR YOU? Open Minds 3/21/09

"Health care reform is no longer just a moral imperative, it is a fiscal imperative. If we want to create jobs and rebuild our economy, then we must address the crushing cost of health care this year." President Barack Obama

THE NATIONAL DIALOGUE IS CHANGING... ARE YOU READY?

How will these trends affect you and your organization?

The answer to this question lies largely in whether you are looking to initiate change in your organization to get ahead of the curve, or waiting to see how you will be affected.

The last wave of change, still being implemented, involved: The adoption of Evidence Based Practices, the implementation of Electronic Health Records, Ushering in the Recovery Model, changes in funding models producing increased accountability and necessitating increased productivity, and the establishment of models of integrated Behavioral and Primary care...

You may not see these as the *last* wave, but there is a whole new wave coming. If you are to get ahead of these changes, you must catch up

"We faced the daunting task of absorbing about a 6% budget cut. Our management team made a conscious decision to try to apply what we had learned through PMP. And instead of everybody trying to protect their own turf, and operate out of their usual silos of service, people really came forward to say what they could contribute in making up the cut. How we could look at administrative services first, and really focus on keeping our client service delivery system intact and continue to advance working on our quality of services."

Donna Sabourin, Director,
Washtenaw County Community Support & Treatment Services

with the last wave and begin to plan for how you will react to the next wave.

We all know that Change is constant and inevitable... either for better or worse. It can be imposed on us, or self determined. Clearly we cannot affect the changes in the environment that will be imposed upon us, but we

can determine our strategy for dealing with those changes.

Change generates fear and resistance, even when it is voluntary. Therefore a planned, systematic technology for supporting the people in your organization in initiating change (not merely adopting it) is imperative if we are to reform health care.

CHANGE MANAGEMENT PROVIDER HELPS HEALTH AND HUMAN SERVICE ORGANIZATIONS COPE.

Personal Mastery Programs deliver change management services; supporting the development of cultures that foster creativity, openness, and accountability.

We specialize in supporting behavioral health and human services organizations. We have been employed by some of the most innovative organizations Nationally, both large and small, to implement change initiatives:

- Adopting Evidence-Based Practices
- Implementing Electronic Health Records,
- Ushering in the Recovery Model
- Increasing productivity
- Integrating Behavioral and Primary care

PMP's approach to change management is based on a "personal growth model": An organization, by nature, is a group of people *organized* to fulfill a common purpose. Therefore any effort to expand an organization's ability to excel must focus on personal growth for each individual.

"PMP has served as a leadership consultant, trainer, and coach for me and members of my executive cabinet and senior leadership team. In my nearly 30 years of executive leadership I have encountered scores of management consultants, though none in PMP's league. They are very smart, insightful, and truly committed to the success of their customer. I have found their work to be of enormous benefit to both the organization and to me personally."

David Guth, CEO,
Centersone of America

We promise sustainable value to each individual in client organizations. Our Change-Leadership programs are comprehensive in nature, combining three distinct disciplines:

Breakthrough Workshops provide an opportunity to create new perspectives that foment change.

Personal Coaching; regular access to a PMP Coach to work through the challenges of employing new thinking in the real world.

"Projects with specific outcomes that impact the bottom line build the business case for engaging PMP. All of us have hired consultants that got everyone excited and then we went back to the office and fell back into the same old patterns. The involvement of Brad since the retreat truly holds us accountable to change.

If you find yourself in a situation similar to ours and are truly committed to change, engage PMP. I highly recommend them, but only, if you are committed to break through thinking and operating."

Marn G. Myers, President & CEO
The Judson Center



e-learning; an effective and convenient way to support and strengthen the new concepts, attitudes, and practices.

**If you are faced with the daunting task of reducing costs, increasing productivity, improving quality of service; while keeping staff motivated and included, we can help. Call or write Brad Zimmerman; (248)647-9290
bzimmerman@pmpcoach.com.**

Executive Coaching/ Leadership Development / Change Management



Personal Mastery Programs
Transforming Organizations Through Personal Growth
www.pmpcoach.com

31000 Telegraph Rd., Suite 260, Bingham Farms, MI 48025
(248)647-9290

