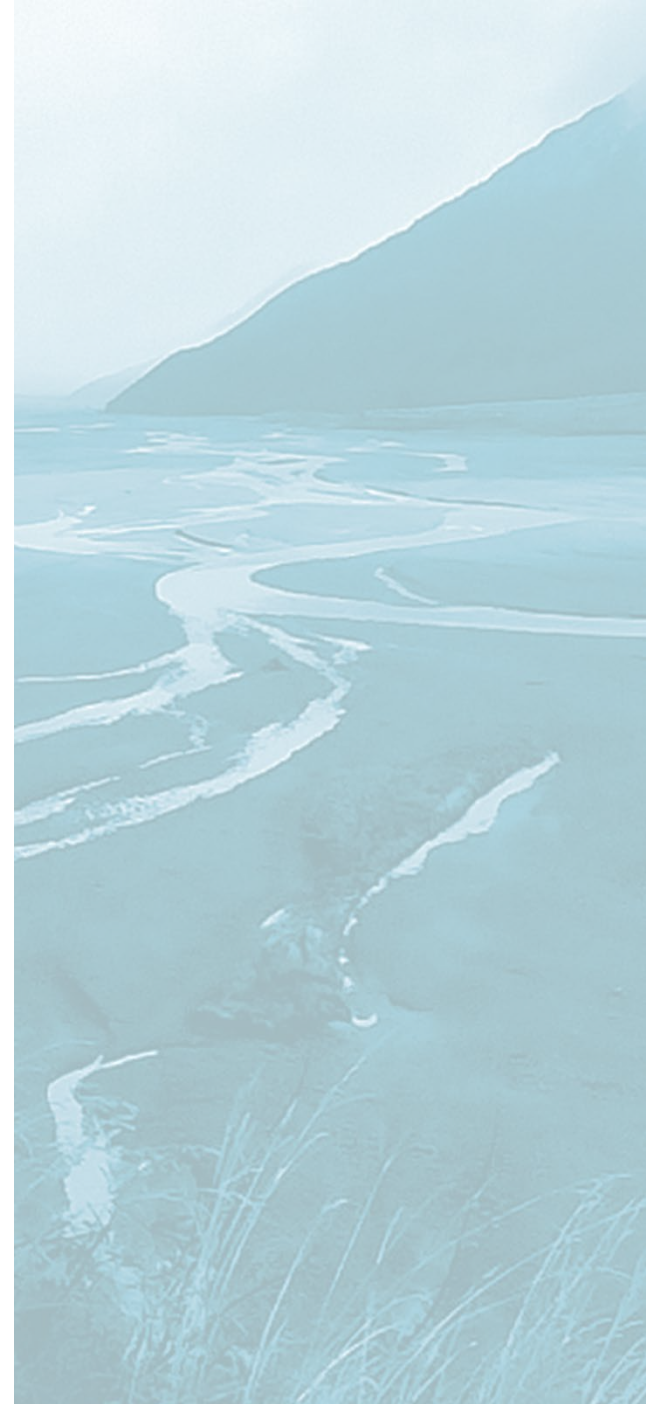


# Learning Organizations & Co- Design

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Delta Center State Learning & Action  
Collaborative Kickoff Convening

**June 20, 2018**



# Table Reflection

- What does a learning organization mean to you?
  - Share elements of a learning organization
- Group debrief
  - Insights?

# Learning Organization

- “ A Learning Company is an organization that facilitates the learning of all its members and continually transforms itself. ”  
(Pedler, 1991)
- ...organizations where people continually expand their capacity to create the results they truly desire, where new and expansive patterns of thinking are nurtured, where collective aspiration is set free, and where people are continually learning to see the whole together (*Peter Senge*)

# Five Disciplines

1. Building a Shared Vision--the practice of unearthing shared “pictures of the future” that foster genuine commitment.
2. Personal Mastery--the skill of continually clarifying and deepening our personal vision.
3. Mental Models--the ability to unearth our internal pictures of the world, to scrutinize them, and to make them open to the influence of others.
4. Team Learning--the capacity to think together which is gained by mastering the practice of dialogue and discussion.
5. Systems Thinking--the discipline that integrates the others, fusing them into a coherent body of theory and practice.

(Senge, P. (1990). *The fifth discipline: The art and practice of the learning organization*. New York: Double-day.)

# Delta Center Building Blocks

- Adaptive leadership
- Human centered design principles
- Continuous learning and measurement
- Dialogue and storytelling

# Learning and Reflection

- What are you currently doing to support your organization to be a learning organization?
  - What are you doing well and can share?
  - What elements excite you and why?
- Share with a team at a different table

# Report out

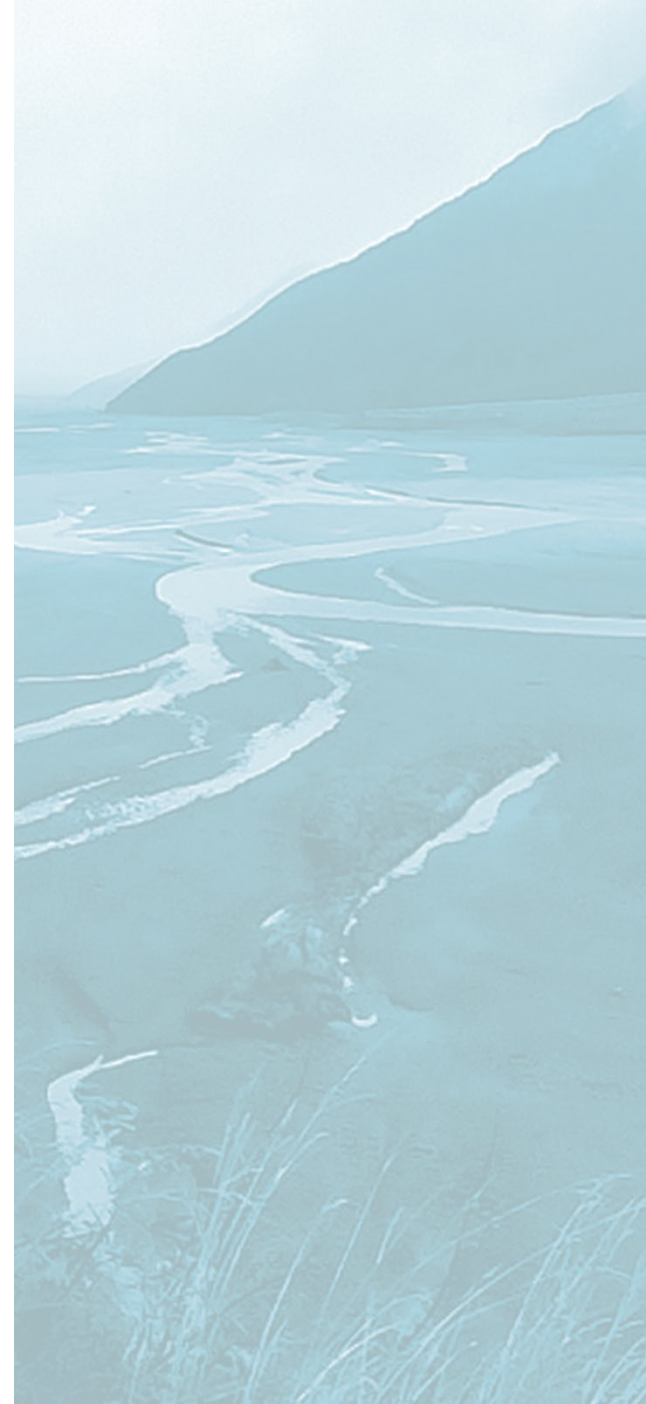
- Insights from the discussions

# Training and TA Support

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# T&TA Support: In Person Convenings



## Grantee convenings (4)\*

- San Francisco Bay Area;
- Princeton, NJ;
- Washington D.C;
- one site TBD

## Sector-specific NACHC/NCBH conference adjacent (2 each)

- NACHC Payment Reform Summit for PCAs: **Aug 23, 2018** (Orlando, Florida) and August 2019 (Chicago, IL)
- NCBH for BHSAs: April 2019 (Nashville, TN) and April 2020 (Austin, TX)

\*dates TBD

# T&TA Support: Webinars/Group Calls

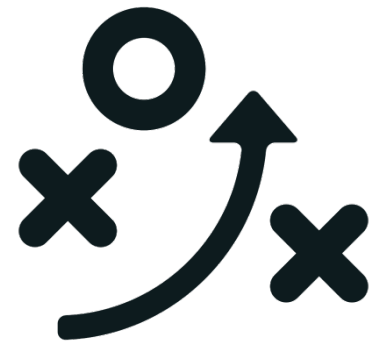
- ~6 virtual events are anticipated over the next 2 years
- Events will be a mix of webinars and lightly facilitated calls to share best practices between grantees



# Coaching

- Each grantee will be paired with a Delta Center Coach
- The Delta Center Coaches will:
  1. Serve as your point of contact
  2. Triage specific TA requests
  3. Take recommendations for faculty speakers/activities
  4. Work with you on doing the change assessment tool
  5. Touch base with your project manager regarding workplan
  6. Field Safari visit requests
  7. Provide some content TA (if applicable)
  8. Contact you within the next month to check in and will schedule ~4 check-ins with you per year

# T&TA Support: Coaching



**Nicole Van Borkulo**  
*Senior Implementation  
& Evaluation Associate,  
MacColl*



**Ann Loeffler,**  
*Project Director,  
JSI Denver*



**Rachel Tobey**  
*Director,  
JSI California*



**Juliane Tomlin**  
*Senior Manager,  
CCI*

# T&TA Support: Safari Visits



- To facilitate peer-to-peer learning on site when appropriate, association grantees can apply for a small travel stipend (~\$5000/team) to visit another site or grantee at some point over the next 2 years.
- We will be working with NACHC and NCBH to triage requests and facilitate most cost effective learning opportunities.

# T&TA Support: Faculty/ Expert Consultation



- Each grantee has access to ~8-12 hours of phone-based consultation for specific problem solving or technical assistance
- Faculty include Delta Center staff, RWJF staff, and faculty available through SNAC (Andy Principe, Jaeson Fournier, Bill Riley)
- Hub-contracted faculty will also include nationally recognized experts in payment and delivery system reform from both primary care and behavioral health and individuals that have experience leading and/or are actively participating in vanguard safety-net payment reform and care delivery change efforts

# Designing with you

- Learn from peers – what do you want to learn?
- Share with peers – what can you teach to others?
- Tap experts – what do you want to learn from the Delta Center?

# Activity Overview

- Spend 10 minutes thinking about the 3 questions:
  - What do you want to learn from peers?
  - What can you teach peers?
  - What do you want to learn from Delta Center (including names of faculty & experts)
- Post your sticky notes on the back wall (5 minutes)



# Voting and prioritization

- Site visits with peer orgs
  - 1 dot to vote on which org you would like to visit
- Prioritize what you want to learn (faculty & Delta)
  - 3 dots to vote on where you need help
- Prioritize the types of TA most helpful to you
  - 3 dots to vote on the type of TA that is most helpfulx

# Team Time

- 25 minutes to refine goals, changes, identify TA support, and who you want to connect with
- 15 minutes for group reflection – pick one action item to report out to the group

## Team Time Worksheet

ORGANIZATION NAME: \_\_\_\_\_

*Use this worksheet to help you plan your next steps after this convening. Please write legibly; the Delta Center will be collecting this worksheet and emailing your team a scanned copy after the convening.*

### ACTIONS AND TIMELINES

*Identify your next steps/actions for the next 30- 60 days. Be specific, who, what, where, and by when.*

### GOING DEEPER

*In which content areas do you want to go deeper to help you reach your goals? Please provide specifics on what you hope to learn in these areas and share any faculty recommendations. .*

- Building Internal Capacity
  
- Collaboration between behavioral health and primary  
Care
  
- Policy and Advocacy Support
  
- Training and TA Capacity for Members (providers)

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### NETWORK CONNECTIONS

*Please share which organizations and faculty you'd like to connect with after the convening and for what reasons.*

# Thank you

For more information,  
please visit our website:

[deltacenter.jsi.com](http://deltacenter.jsi.com)

For questions, please email:

[deltacenter@jsi.com](mailto:deltacenter@jsi.com)