

# LEADING HEALTHY COMMUNITY CONNECTIONS

BASED ON THE BOOK

Session 1

## That's Not How We Do It Here!

**A Story about How Organizations  
Rise and Fall—and Can Rise Again**

*by John Kotter and Holger Rathgeber*



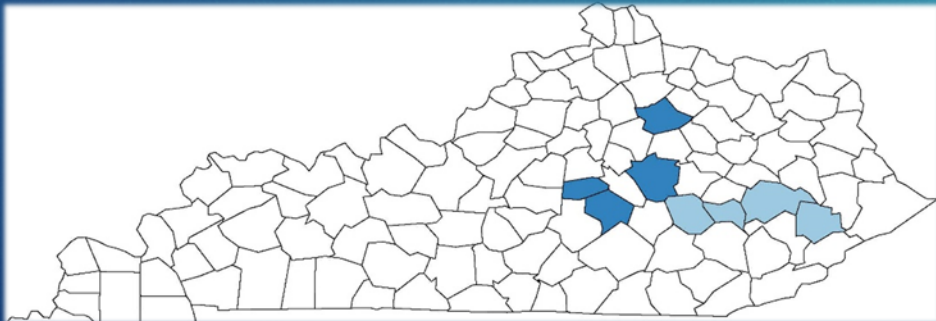
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# Leading Healthy Community Connections

Materials for Leading Healthy Community Connections were created by Daniel Kahl, University of Kentucky, CEDIK as a SNAP-Education community change initiative to improve community level health factors.

The leadership program is based on the book *That's Not How We Do It Here* by John Kotter and Holger Rathgeber © Kotter International 2016.

SNAP-Ed Policy, Systems, and Environment grant 1700001994



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# Leading Healthy Community Connections

Introductions

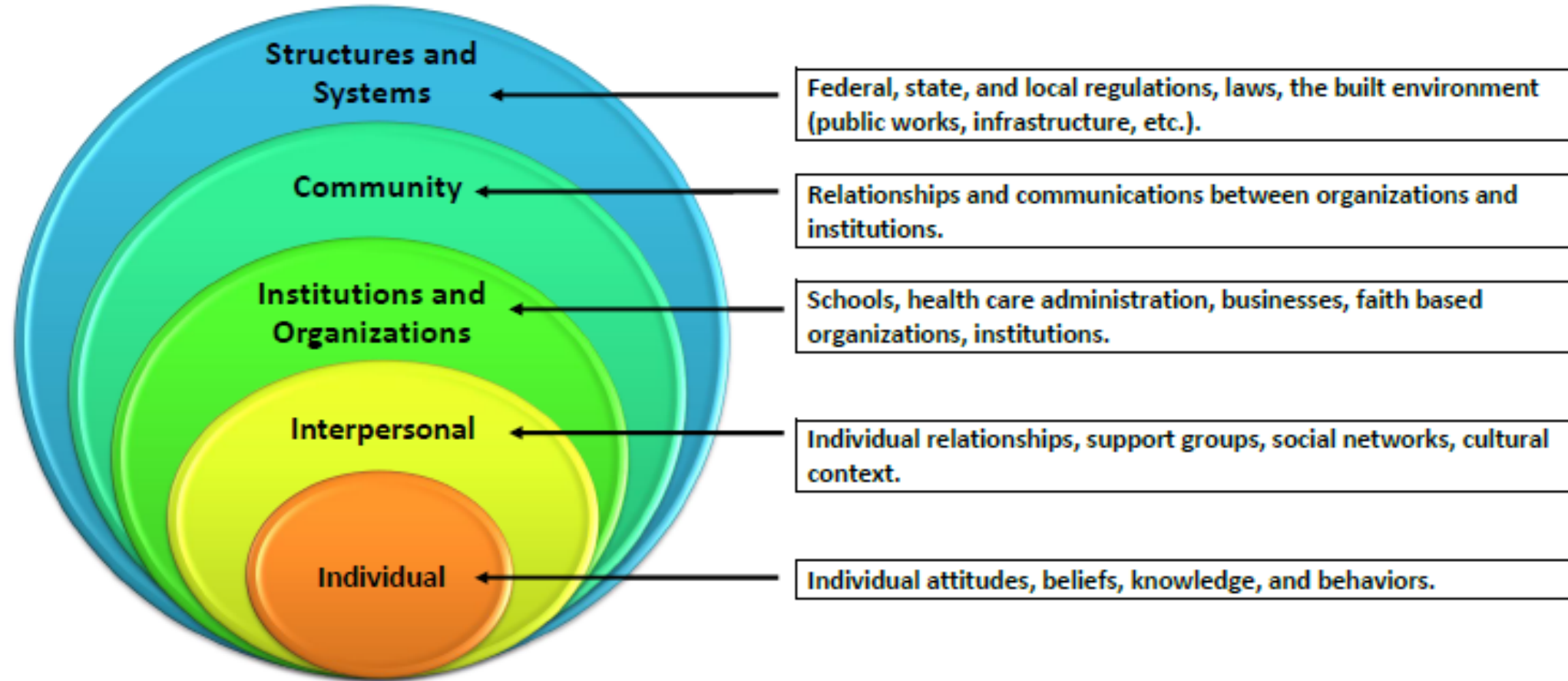
Goals of the program

A background On Policy, Systems, and Environment change initiatives and the book "That's Not How We Do It Here"



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# The Socio or Social Ecological Model



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During this program you will:

- ▶ Improve your understanding of community systems
- ▶ Improve your understanding of community change
- ▶ Expand your awareness of local Policies, Systems and environmental conditions that affect health
- ▶ Improve your confidence to actively bring about change
- ▶ Expand your networks to address change



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## Session 1

Homework - Reading of "That's Not How We Do It Here"

## Session 2

Homework - Interviewing Community Members

## Session 3

Homework - Reading "Of Heroes and Citizens"

## Session 4

Homework - Planning and hosting a community engagement project

## Session 5

Celebrate with your group and community



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Session 2

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## That's Not How We Do It Here!

List of Characters, in Order of Appearance

### Who's Who?



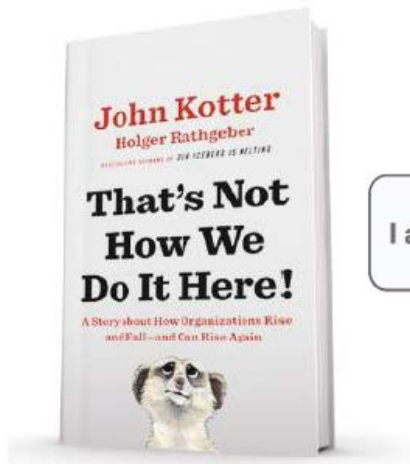
- Matt** – Mad meerkat in the pre-story
- Nadia** – The heroine of the story
- Nicholas** – Nadia's brother, Head of Guards
- Moro & Mara** – “Alphas” of Nadia's clan
- Ayo** – In trouble for tree climbing
- Lena** – Leader of the small innovative clan
- Tamu** – Idea for food in elephant dung
- Pano** – Stuffed dolls to help sick pups





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## What Are Your Reactions to the Book?



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The meerkat clan was organized to ensure the health and well-being of the members.

*How are the meerkat systems like our community systems?*

*How are their systems different from our community systems?*



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*How do our community policies differ from the meerkat clan policies?*

*How do our community policies look similar?*



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Session 3

## That's Not How We Do It Here!

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*List some leadership challenges to community well-being.*

*What are some community coping mechanisms?*



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*What drives change?*

## MANAGING COMPLEX CHANGE

Vision	+	Skills	+	Incentives	+	Resources	+	Action Plan	=	CHANGE
		Skills	+	Incentives	+	Resources	+	Action Plan	=	CONFUSION
Vision	+			Incentives	+	Resources	+	Action Plan	=	ANXIETY
Vision	+	Skills	+			Resources	+	Action Plan	=	GRADUAL CHANGE
Vision	+	Skills	+	Incentives	+			Action Plan	=	FRUSTRATION
Vision	+	Skills	+	Incentives	+	Resources			=	FALSE START

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*What is our opportunity?*

Our opportunity is...

We invite more people in and generate more ideas by...

Our success looks like...

How can we frame challenges?

How can we get more voices heard?



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*How do we respond to new ideas?*

What does leadership look like in our community?

Whose job is it to take that leadership?

What are some action steps we can take?



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Session 4

## That's Not How We Do It Here!

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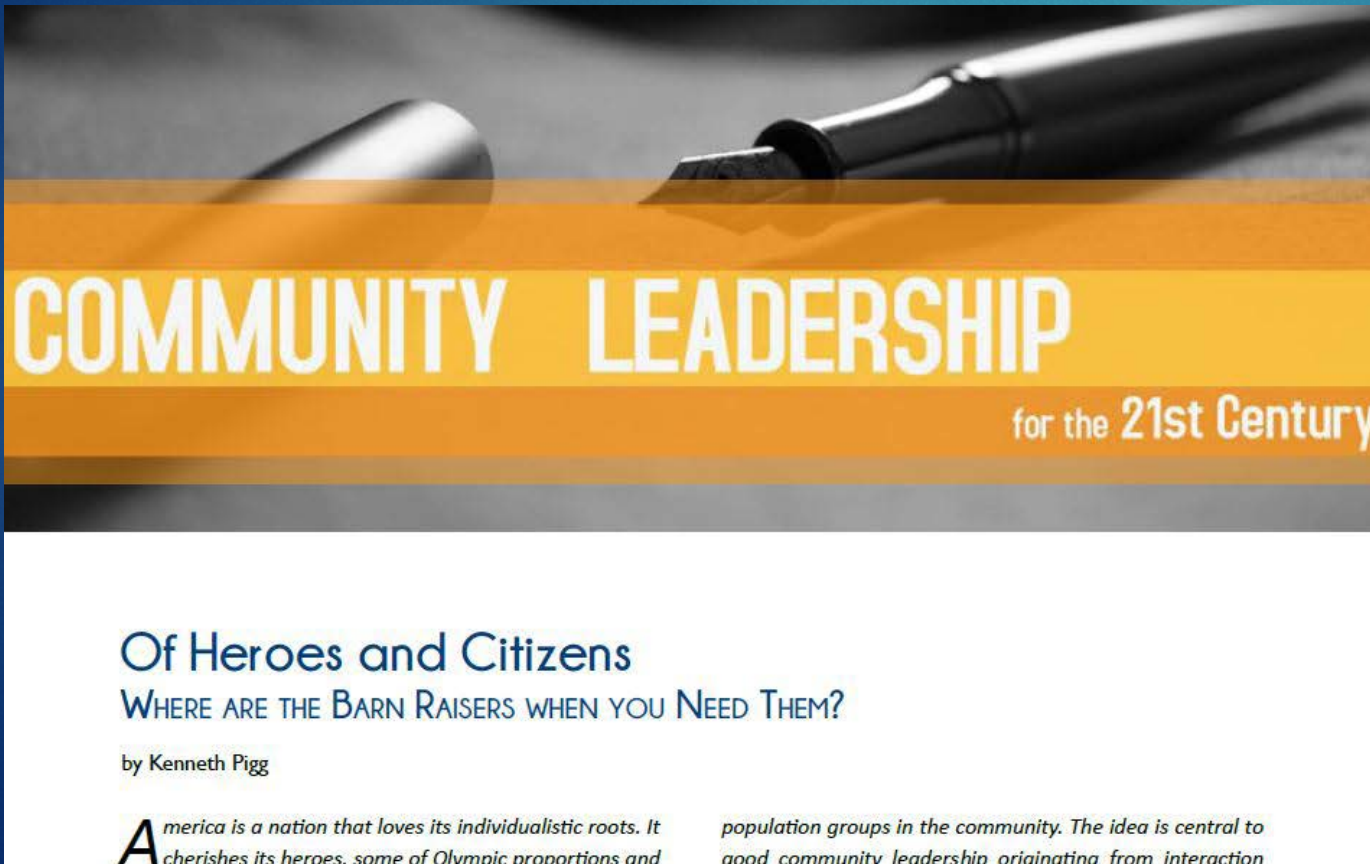
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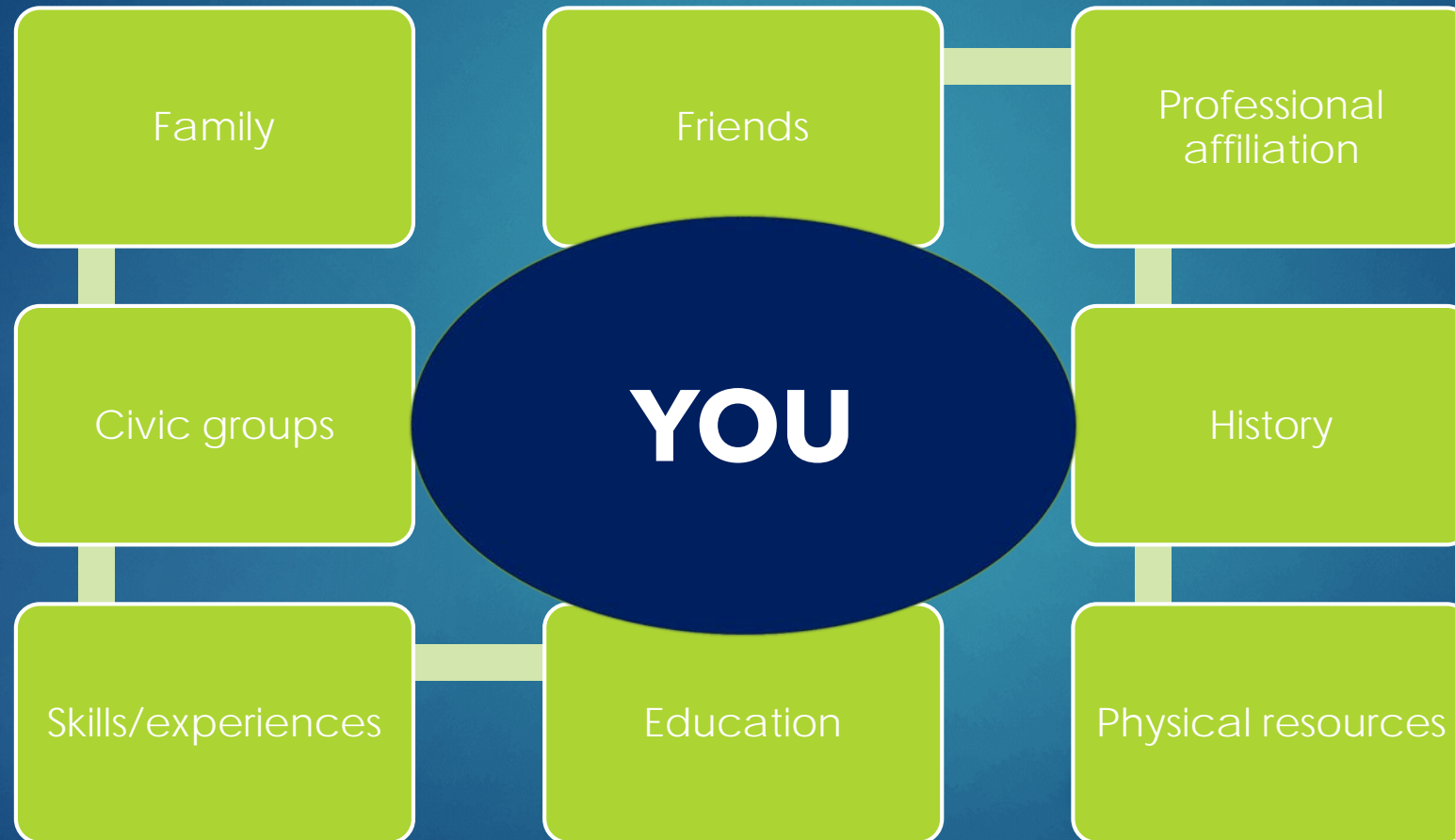
*What is the role of citizens in community leadership?*



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[http://www.srdc.msstate.edu/community/of\\_heroes.pdf](http://www.srdc.msstate.edu/community/of_heroes.pdf)  
Accessed 10/2017

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*Organizing for Change: Select an action to test your leadership!*

Actions should be.....

- Important to you
- Something your team can begin right away
- Engage other community members
- Visible
- Build momentum



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*How can our initiatives succeed?*

Planning details.....

If the event went perfectly as planned, what would that look like?

Who is involved?

What tells you an event is successful?



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*What barriers will we have to overcome?*

Who is involved?

Who invites who?

What do we need to reach the goal?

How will we overcome these barriers?

What's the plan?

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Session 5

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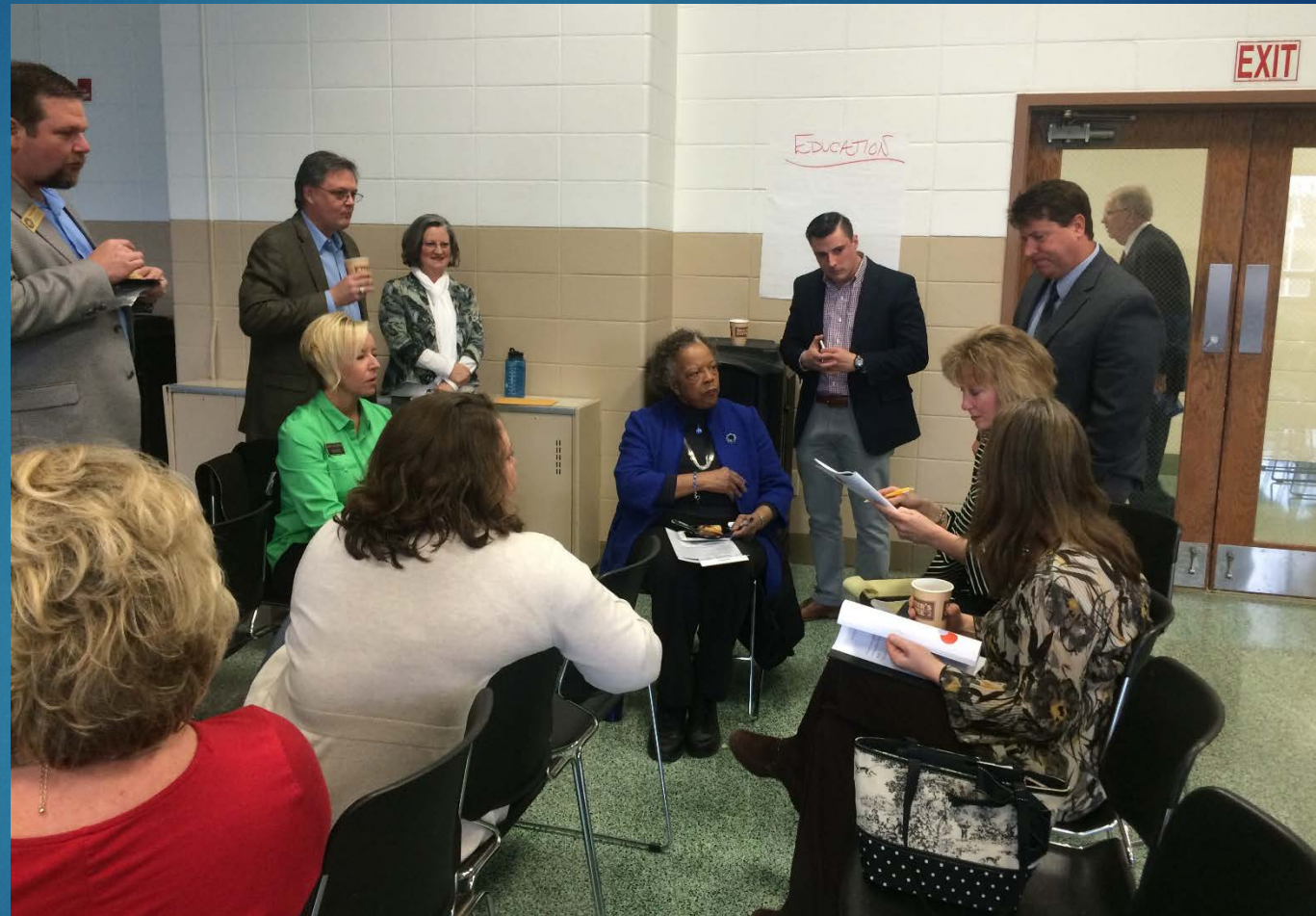
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*Reflection on  
your event*



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Event reflection. Remember when we described the perfect event?

How did it go? How was it like the ideal? How was it different?

If you were to do it again, what would you do differently?

If you were to do it again, what would you NOT change?

Share what you learned about leadership from this project. How was this like making change in the book "That's not how we do it here?"

How was it like the article you read about "Of Heroes and Citizens?"



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Congratulations on making your community a better place!



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