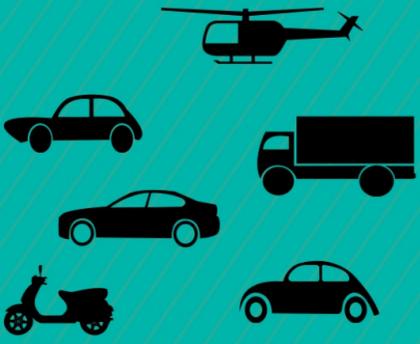


Oregon Transformation Project

The Transformation Journey

In 2015, the Oregon Department of Human Services (DHS) launched the Transformation Project with 25 providers of employment services for people with intellectual and developmental disabilities. With the support of 2 training and technical assistance (T/TA) companies, these organizations embarked on a journey to restructure and rebrand their agencies.

Business Transformation
Straight Ahead ↑↑



What Transformation is not...

Simply adding individual community integrated employment to the array of services an agency provides

ADD TO CART



What Transformation is...

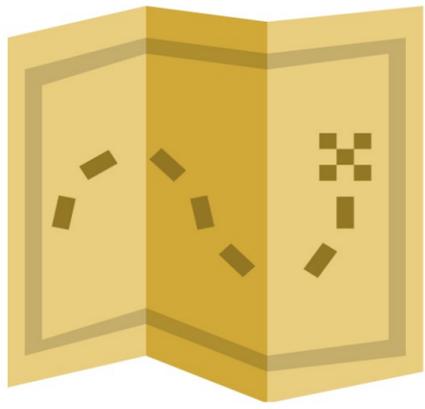
Business Restructuring



A total cultural change: restructuring and re-branding of an organization toward a focus on individual community integrated employment

#1

Decide to travel the Transformation Journey



Leaders and board members decide to transform their agency

Participate in an organizational assessment

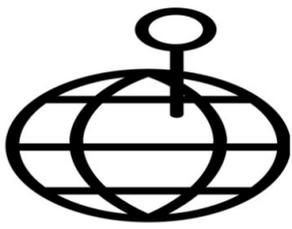
Complete a strategic plan and training and technical assistance plan

Subject matter experts and consultants evaluate the plan

Adjust course, as needed

#2

Embrace a new Culture



Mission, vision, goals: community integrated employment

Clearly communicate to all stakeholders

Rebrand new vision

#3

Make sure the right people are on the bus



Assess current business model and structure.

Identify leaders within agency to help

Help people get jobs!

#4

Track and Celebrate Your Progress

Transformation is a long and sometimes tiring journey. Expect frequent turns and adjustments.

Focus on the goal, set a date, create a plan

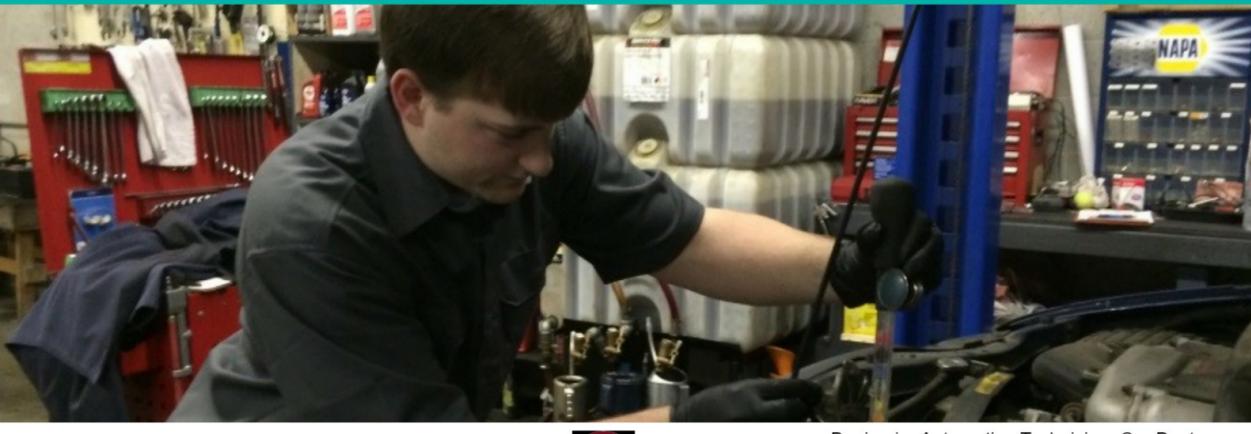
Create a system to manage and track progress

Rely on T/TA consultants for direction and support

Communicate and create partnerships (employers, stakeholders, other providers)

CELEBRATE SUCCESSES!

The journey and the vehicle do not look the same for everyone, but the destination is TRANSFORMATION



Benjamin, Automotive Technician, Car Doctor
former MV Advancements Wood Products Employee