

a SHIFT...from **PROGRAMS** to **RESULTS**

- **Activity, Input & Productivity Indicators**
 - **How Many...How Much**
 - **Hierarchical Organization**
 - **Single Point Accountability**
 - **Orders, Procedures & Directives**
 - **Integrated Services**
 - **Single Organization**
 - **The State Alone**

 - **Statewide Programs**

 - **Equity Across Regions**
 - **Categorical \$'s**
 - **Program Objectives**
 - **One Approach**
 - **Credit to a Few**
- **Well-Being & Result Indicators**
 - **How Much Better**
 - **Teams & Partners**
 - **Responsibility is Broad**

 - **Self Directed Motivation**

 - **Integrated Results**
 - **Multiple Organizations**
 - **State & Community Partnership**
 - **Targeted Communities & Neighborhood Initiatives**
 - **Results Across Regions**
 - **Paying for Results**
 - **Common Purpose**
 - **Marketplace of Ideas**
 - **Credit to All**