The Symphony of Change
Implementation of Medication Assisted Treatment

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The Symphony of Change

The Conductor – Strong Leadership
The Conductor – Strong Leadership

Cast the Vision – Establish the Need
The Conductor – Strong Leadership

Show Deep Commitment to the Changes
The Conductor – Strong Leadership

Actions Speak Louder Than Your Words
The Conductor – Strong Leadership

On-going Monitoring Throughout

- Provides Resources
- Budget Oversight
- People
- Materials
- Licensing
- Contracts
The Symphony of Change

The First Chair – Identify the Change Agent
The First Chair – Identify the Change Agent

Commitment to Excellence
The First Chair – Identify the Change Agent

Action Oriented - Driven
The First Chair – Identify the Change Agent

Respected by Peers
The First Chair – Identify the Change Agent

Team Interdependence – delivers the daily message
The First Chair – Identify the Change Agent

Rehearsal, Rehearsal, Rehearsal
Information, Training, Best Practices Model
The First Chair – Identify the Change Agent

Accountability – Supervision, Empowerment, Timelines
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The Orchestra – The Sound of Music
The Orchestra – The Sound of Music

Deal with Resistance – Directly
The Orchestra – The Sound of Music

Allow expression of fears, loss, security, etc
The Orchestra – The Sound of Music

Think Strategically
Empower
Brainstorming
Planning
Getting Buy-in
The Orchestra – The Sound of Music

Same sheet of music
Consistent message
Redefinition of Roles and Responsibilities
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The Performance – Opening Night
The Performance – Opening Night

Firm Timeline – Priorities and Expectations made Clear
The Performance – Opening Night

Clear Leadership – Direction
Be Realistic, Organized
The Performance – Opening Night

The Music
Outcome driven
Best Practices
Evidence Based Models of Treatment
The Symphony of Change

The Audience – Sweet Music, Meet the Needs
The Audience – Sweet Music, Meet the Needs

Targeted Population
The Audience – Sweet Music, Meet the Needs

Market New Services
The Audience – Sweet Music, Meet the Needs

Provide Guidelines, Rules, Informed Consent
The Audience – Sweet Music, Meet the Needs

The Reviews
Client Satisfaction Surveys
Outcomes
On-going Program CQI
Enjoy the Symphony!