

This document was prepared by:



[www.insideoutenneagram.com](http://www.insideoutenneagram.com)

[angela.rosenberg1@gmail.com](mailto:angela.rosenberg1@gmail.com)

## Topic #1: Navigating Change

### Recommended Books

Musselwhite, C., and Jones, R. [\*Dangerous Opportunity: Making Change Work\*](#), 2<sup>nd</sup> Edition, Discovery Learning, 2014.

- This excellent book is the basis of the *Change Style Indicator*.

Sinek, S. [\*Start with Why: How Great Leaders Inspire Everyone to Take Action\*](#), Portfolio Publishers, 2011.

- Explore the “why” and the rest will follow. This is an inspiring book about intentional and conscious leadership.

Bridges, W. [\*Managing Transitions: Making the Most of Change\*](#), 3<sup>rd</sup> Edition, Da Capo Press, 2009.

- This book focuses on change in the workplace and provides a picture of the emotional impact of change.

Patterson, K. et al. [\*Influencer: The New Science of Leading Change\*](#), 2<sup>nd</sup> Edition, McGraw-Hill, 2013.

- Ideas change the world when coupled with influence. This book offers a pragmatic approach to create and sustain behavioral change.

Duhigg, C. [\*The Power of Habit: Why We Do What We Do in Life and Business\*](#), Random House, 2014.

- This book puts together research and case studies in an understandable model on how we can shape our habits and change ourselves (and organizations) in the process.

### Recommended Articles

Musselwhite, C. [“Leading Change: Creating an Organization that Lives Change”](#) (Inc.com, 2007)

Musselwhite, C. [“Knowing Change Preferences is a Boon for Leaders”](#) (In Focus, 28(3), 2008)

Goldberg, S. [“Five Questions to Ask During Times of Change”](#) (Jewish Philanthropy, 2016)

### Recommended TED Talks and Webinars

Sinek, S. [“How Great Leaders Inspire Action”](#) (TEDxPugetSound, 2009)

- This is an excellent video. Simon Sinek studied the leaders who’ve had the greatest influence in the world, and found that they all think, act, and communicate in the exact same way – and it’s the complete opposite of what everyone else does. He draws on a wide range of real-life stories and provides simple yet profound insight of what it takes to

## 2016 Joint Training Meeting

### Selected Resources: Navigating Change, Diversity, Decision Making, and Strategic Planning

lead and inspire. A simple but powerful model for inspirational leadership starts with a golden circle and the question: "Why?" His examples include Apple, Martin Luther King, Jr., and the Wright Brothers.

Johnson, S. "[Where Good Ideas Come From](#)" (TEDGlobal, 2010)

- People often credit their ideas to individual "Eureka!" moments. But Steven Johnson shows how history tells a different story. His fascinating tour takes us from the "liquid networks" of London's coffee houses to Charles Darwin's long, slow hunch to today's high-velocity web.

Hill, L. "[How to Manage for Collective Creativity](#)" (TEDxCambridge, 2014)

- What's the secret to unlocking the creativity hidden inside your daily work, and giving every great idea a chance? Harvard professor Linda Hill, co-author of "Collective Genius," has studied some of the world's most creative companies to come up with a set of tools and tactics to keep great ideas flowing – from everyone in the company, not just the designated "creatives."

Brown, B. "[The Power of Vulnerability](#)" (TEDxHouston, 2010)

- Brené Brown shares fresh thinking on why caring what others think actually matters, and why critics make us stronger.

Donnelly, L. "[Drawing on Humor for Change](#)" (TEDWomen, 2010)

- New Yorker cartoonist Liza Donnelly shares a portfolio of her wise and funny cartoons about modern life – and talks about how humor can empower women to change the rules.

Archived webinar: "[Influencing Change in Public and Organizational Policy in Support of Cultural Diversity and Cultural and Linguistic Competence](#)" (National Center for Cultural Competence, 2015). Presenters: Diana Autin, Tawara Goode, Andy Imparato, Thomas Uno.

### Recommended Websites and Blogs

#### [Discovery Learning](#)

- This website provides information on the Change Style Indicator Assessment and certification process, as well as other change and leadership tools.

#### ["Leadership is about Making Others Feel Safe"](#)

- A review of Simon Sinek's TED2014 talk that is based on the principle that when people feel safe, they trust and cooperate as opposed to wasting time and energy defending themselves from each other.

### Topic #2: Diversity, Inclusion and Cultural Competence

#### Websites and Resource Documents

#### [AUCD's Diversity and Inclusion Toolkit](#)

- This resource is intended to serve as a foundation for launching a national effort that will enhance diversity, inclusion, and cultural and linguistic competence; cultivate partnerships; respond to increasingly diverse communities across the country; and develop strategies for continuing efforts to better serve diverse populations. The

## 2016 Joint Training Meeting

### Selected Resources: Navigating Change, Diversity, Decision Making, and Strategic Planning

included resources are a starting point for university-based centers and programs, AUCD, and federal funders to enhance the collective work around cultural and linguistic competence to support greater diversity and inclusion in all activities.

### [The National Standards for Culturally and Linguistically Appropriate Services in Health and Health Care](#) (“National CLAS Standards”)

### [National Center for Cultural Competence](#) (Georgetown University)

- The website also contains information about the center’s [Leadership Institute](#), a collaborative, multifaceted initiative with a goal to increase the number and capacity of leaders to advance and sustain cultural and linguistic competence and respond to the growing cultural diversity among people with intellectual and developmental disabilities in the United States, its territories, and tribal communities.

### [Improving Access to Services for Persons with Limited English Proficiency](#) (U.S. Department of Justice, Executive Order 13166)

### [Strengthening Cultural Competency in ACL and Across its Programs](#) (ACL Diversity Initiative)

### [MedEdPORTAL Health Equity Collection](#) (Association of American Medical Colleges)

### [MCH Navigator Diversity and Inclusion Resources](#)

### [5 Minute MCH: Module 7 \(Cultural Competency\)](#)

## **Topic #3: Decision Making**

### **Recommended Books**

Kaner, S. et al. [Facilitators Guide to Participatory Decision-Making](#), 3<sup>rd</sup> Edition, Jossey-Bass, 2014.

- This book includes tools to improve individual facilitation skills and enhance participatory decision-making.

Schwartz, B. [The Paradox of Choice: Why More is Less](#), Ecco, 2004.

This book addresses the complexity of choice and why, perhaps, too much choice is over-rated. Barry Schwartz uses social science research to explain why a world with increasingly “more choice” may be detrimental to our psychological and emotional well-being. He also offers simple guidance to manage our choices to make reasonable decisions.

Ariely, D. [Predictably Irrational: The Hidden Forces that Shape Our Decisions](#), Expanded and Revised Edition, Harper Perennial, 2010. Dan Ariely is a “neighbor” of mine – so I’ve had the opportunity to speak with him about his research and find it incredibly fascinating. In this book, Dan presents his premise that perhaps our choices aren’t as “rational” as we believe! He uses “sticky” stories to present concepts and shares experiments that will resonate for all participants and shed light on the prioritization process.

### **Recommended Articles**

Huston, T. “[Are Women Better Decision Makers?](#)” (New York Times, 2014)

2016 Joint Training Meeting

Selected Resources: Navigating Change, Diversity, Decision Making, and Strategic Planning

### Recommended TED Talks

Ariely, D. "[Are We in Control of our Own Decisions?](#)" (EG 2008)

- Behavioral economist Dan Ariely, the author of *Predictably Irrational*, uses research findings to show how we're not as rational as we think when we make decisions.

Wujec, T. "[Got a Wicked Problem? First, Tell me How You Make Toast](#)" (TEDGlobal, 2013)

- Making toast doesn't sound very complicated -- until someone asks you to draw the process, step by step. This process reveals unexpected truths about how we can solve our biggest, most complicated problems at work. Click [here](#) for a related website.

Schwartz, B. "[The Paradox of Choice](#)" (TEDGlobal, 2005)

- Maybe choice is overrated! In this talk, Barry Schwartz reflects on providing leadership through "wise governance."

### Topic #4: Strategic Planning

#### Recommended Books

Bryson, J. and Farnum, K. [Creating and Implementing Your Strategic Plan: A Workbook for Public and Nonprofit Organizations](#), 2<sup>nd</sup> Edition, Jossey-Bass, 2004.

- This book provides step-by-step tools and resources for a, designing and implementing a strategic plan.

Collins, J. [Good to Great: Why Some Companies Make the Leap... and Others Don't](#), HarperBusiness, 2001.

- Jim Collins delves into the core of why some companies defy gravity and convert long-term mediocrity or worse into long-term superiority. This book provides insight into the universal distinguishing characteristics that cause a company to go from good to great.

#### Recommended Articles and Short Readings

Oxford, C. [Big, Hairy Audacious Goals? Give Me Audacious Problem-Solving](#) (New York Times, 2014)

#### Recommended TED Talks

Wujec, T. "[Build a Tower, Build a Team](#)" (TED2010)

- Tom Wujec, a Fellow at Autodesk, presents some surprisingly deep research into the "marshmallow problem" – a simple team-building exercise that involves dry spaghetti, one yard of tape and a marshmallow. Who can build the tallest tower with these ingredients? And why does a surprising group always beat the average?

#### Recommended Websites

[www.Marshmallowchallenge.com](http://www.Marshmallowchallenge.com)