



Association of Maternal & Child Programs

Supporting Resilient Maternal & Child Health Leaders



October 2009



AMCHP 2010

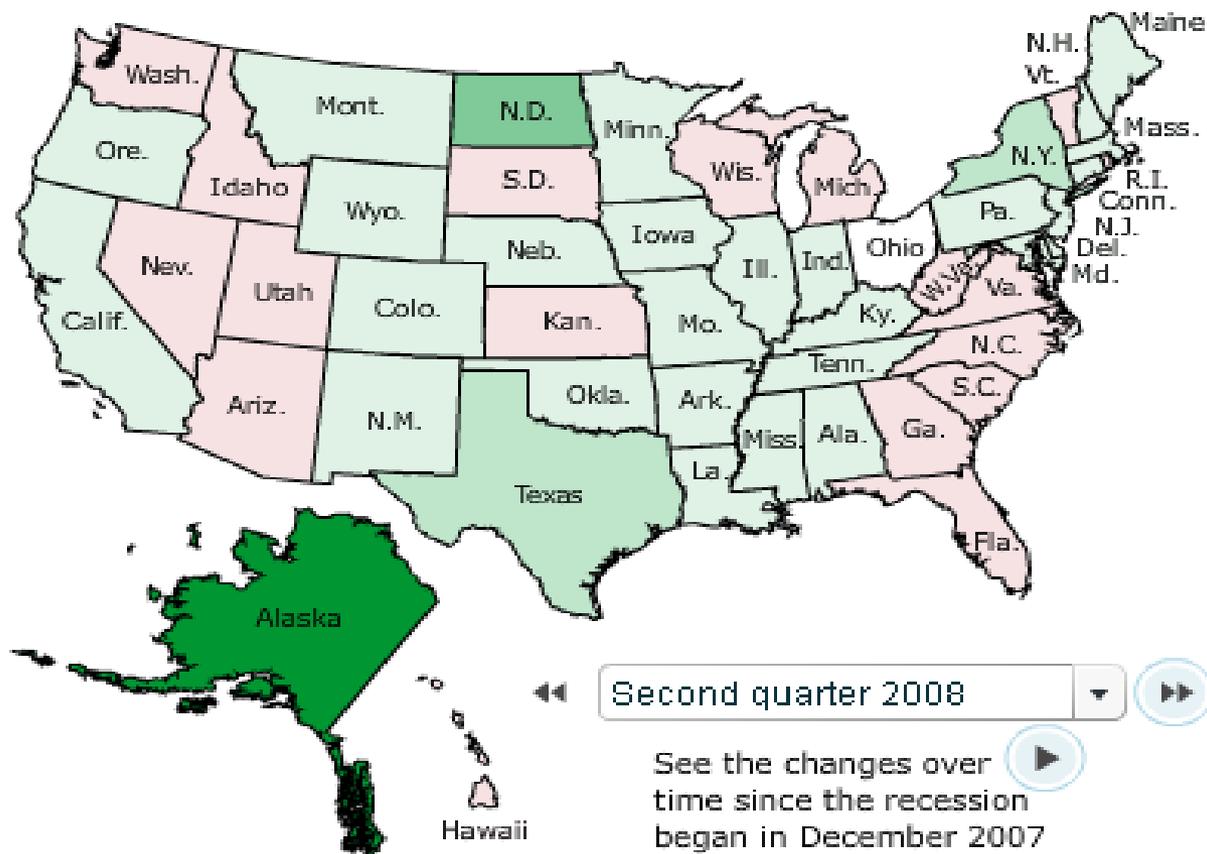
March 6th to 10th

*Moving Ahead Together:
Celebrating the Legacy, Shaping the Future
of Maternal & Child Health*



States and the recession: Revenue

During a recession, states are forced to tighten their belts as cautious consumers spend less, lowering sales tax collections. And as unemployment rises, income tax revenues fall. In this *Stateline.org* map, scroll over any state to see how its total quarterly tax revenues have grown or shrunk compared to the previous year.



Large annual
growth in
tax revenue

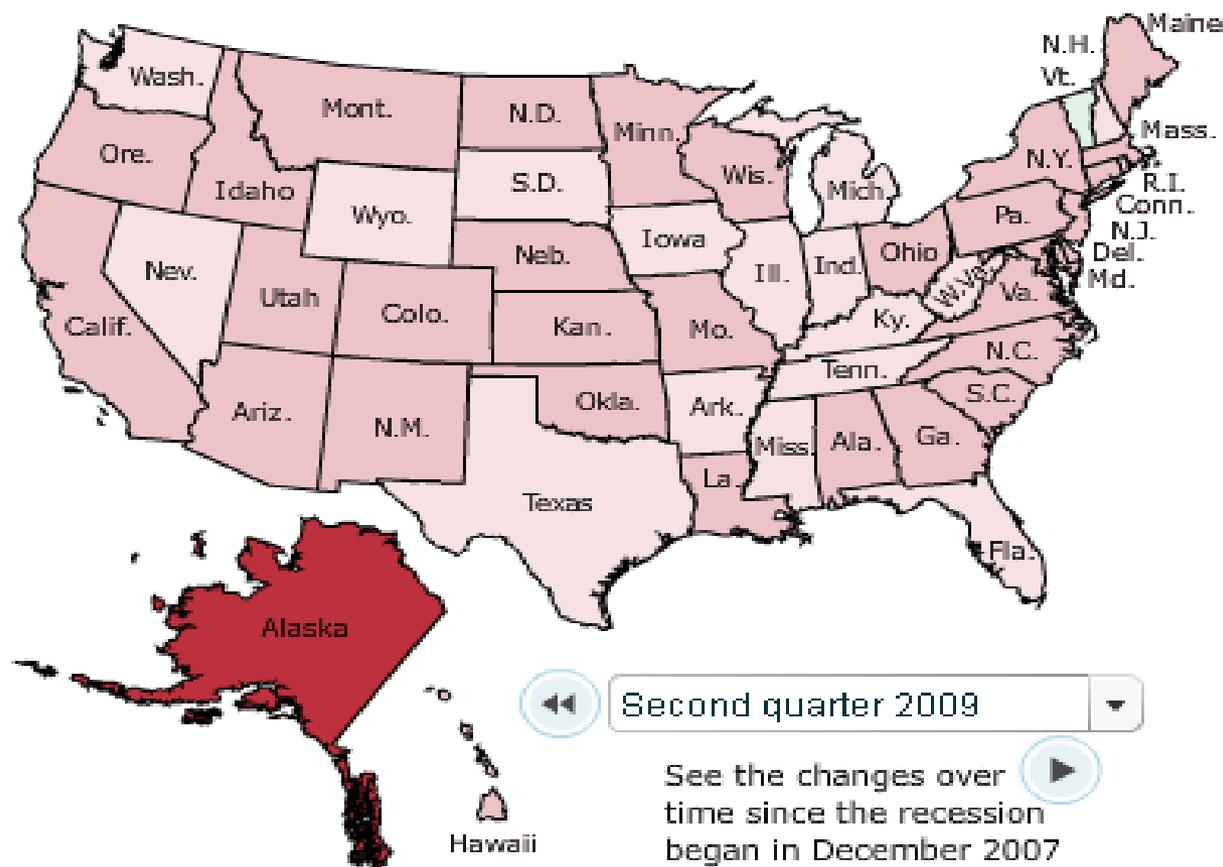


Large annual
decline in
tax revenue



States and the recession: Revenue

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Furloughs cut into state services

By Pauline Vu, Stateline.org Staff Writer



With states facing a \$121 billion shortfall in the next fiscal year, a growing number of them have turned to squeezing their workforce for savings, and effects are being felt, both great and small.

In Hawaii, some criminal trials will likely have to be rescheduled because public defenders are being furloughed — or forced to take unpaid days off — three Fridays a month. In New Jersey, about 5,000 parolees went unmonitored for a day in May and June as their parole officers were forced to stay home.

In Georgia, state prosecutors have been furloughed at least one day a month since September, with each day off causing a backlog of about 500 criminal cases. Meanwhile, petty, nonviolent criminal charges are in danger of being dismissed.

STATES TURN TO EMPLOYEE FURLOUGHS

More than 728,500 employees in at least 21 states have taken or will soon be forced to take furloughs, or unpaid days off. Some states have implemented furloughs statewide, while others allow agencies to implement them as needed.

STATES WITH FURLOUGHS

Arizona	Individual departments have responded to budget cuts with furloughs. The state Department of Transportation, for example, has furloughed 4,500 employees while the Department of Economic Security and Revenue has furloughed more than 8,200.
California 238,000 employees \$1.3 billion savings 34 days over 18 months	California has furloughed 238,000 employees twice a month since February. The furloughs, which will last until July 2010, are expected to save \$1.3 billion. The governor has warned that if lawmakers don't agree on a budget that closes a \$24 billion budget gap, state workers could be furloughed three days a month.
Colorado \$16 million savings 4 days over a year	Colorado's plan for four furlough days set around the holidays will save \$16 million.
Connecticut 50,000 employees \$70 million savings 7 days over two years	The state's 50,000 public employees agreed to take seven furlough days over the next two years in exchange for no layoffs during that time. The days will be scheduled around holidays and are expected to save Connecticut about \$700 million.
Georgia At least 25,000	Georgia's agencies can furlough employees to meet their budgets; so far at least 25,000 employees have

Care coordinators will lose jobs

Stop genetic counseling in some parts of the state

Reduce birth defects registry

Screening and outreach of women and infants decline, switch from RN/MSW home visiting to paraprofessional visits

Less funding for local health agencies

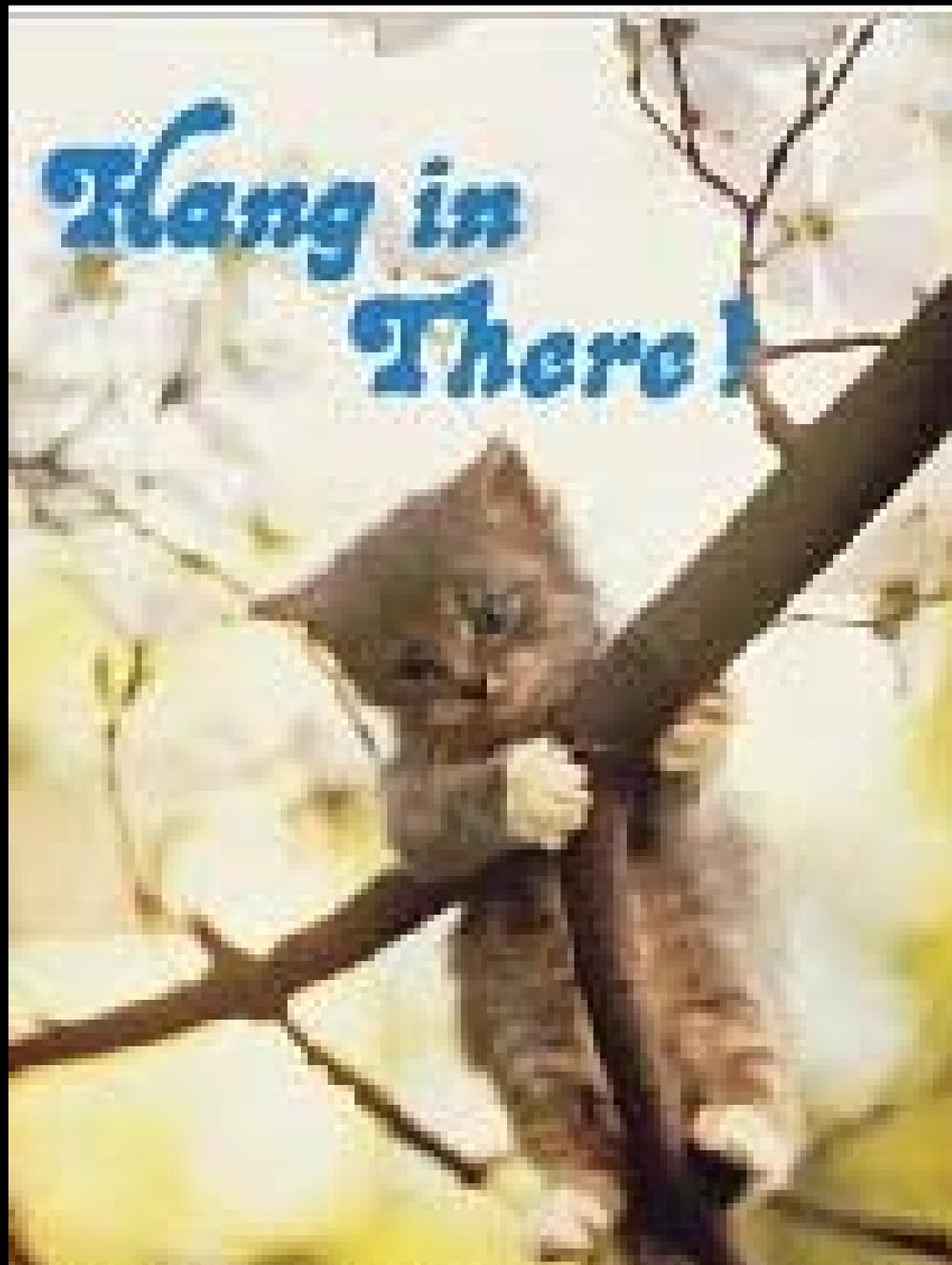
Cutbacks mean we cannot serve all counties

Eliminate adolescent health program



October 2009

Kang is
There!





Resilience

Main Entry: re·sil·ience

Pronunciation: \ri-zil-yən(t)s

1 : the capability of a strained body to recover its size and shape after deformation caused especially by compressive stress

2 : an ability to recover from or adjust easily to misfortune or change



**Why do some
organizations
snap...**

**... and some
organizations snap
back?**



Three Features of Resilient Organizations

- **Uncanny ability to deal with reality**
- **Deeply held belief that their work is meaningful**
- **Ritualized ingenuity**



Here & Now







Innovation

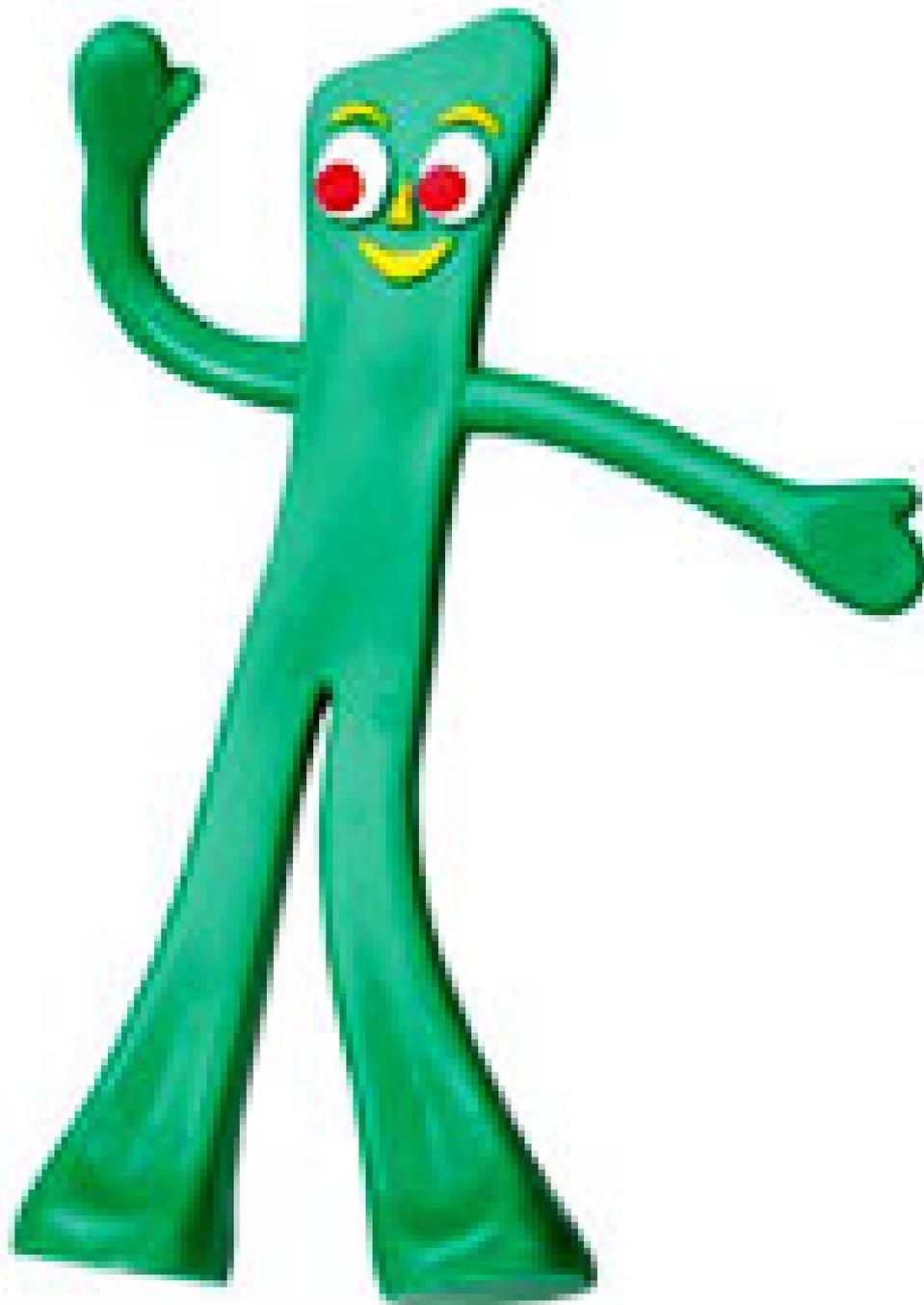




**An MCH leader inspires and
brings people together to
achieve sustainable results to
improve the lives of the MCH
population.**

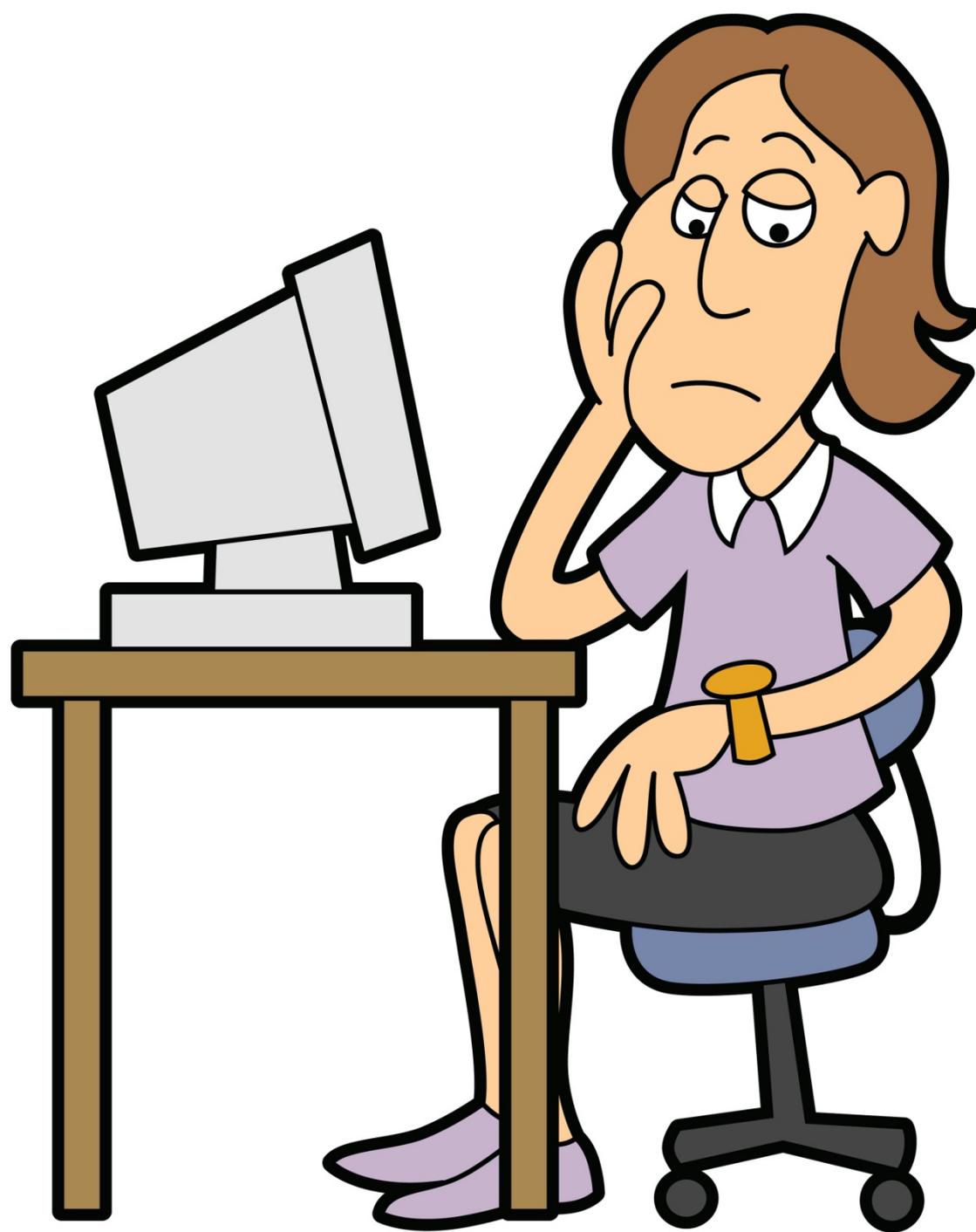


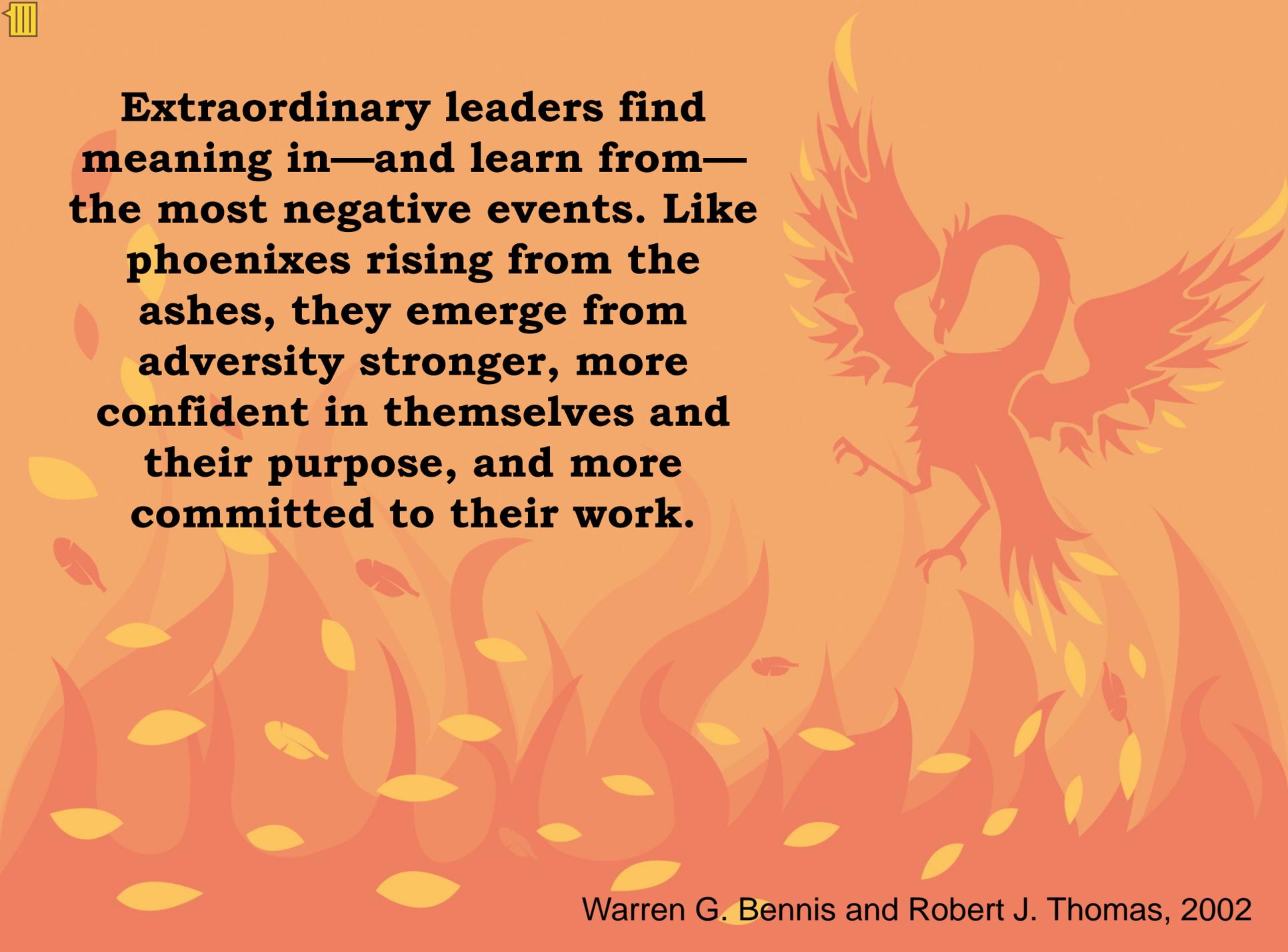












Extraordinary leaders find meaning in—and learn from—the most negative events. Like phoenixes rising from the ashes, they emerge from adversity stronger, more confident in themselves and their purpose, and more committed to their work.



Essential Leadership Skills

- **Four key skills help leaders learn from adversity**
 - **Engage others in shared meaning**
 - **A distinctive, compelling voice**
 - **Integrity**
 - **Adaptive capacity**





Getting Back to the Core

	Low Importance	High Importance
High Performance	REFOCUS	SUSTAIN
Low Performance	DECLINE	IMPROVE

Got Resilience?



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