Exodus Concept Systemic Thinking

*The Purpose of the Exodus Systemic Model*

The purpose of the Exodus systemic model is to help individuals break the debilitating cycle of recidivism, poverty and dependency on various agencies, and to replace the old cycle of “learned helplessness” with a new cycle of hope that stresses education and affirmation so that changes in self-esteem, self-reliance, and self-sufficiency can occur.

*The Necessity for an Exodus Systemic Solution*

The probing question is what constitutes a systemic solution. For Exodus it includes, but is not limited to, the following:

1. Contextual
2. Relational (Five Resiliency Factors)
3. Hope Producing
4. Hope Sustaining
5. Five Elements of Wrap Around Services

*The Exodus Systemic Model Espouses New Paradigms*

1. **From Provider Based to a Self Sufficient Based Life Style**
   
   The focus is on strengthening the moral values of the incarcerated, as well as providing life skills management tools to returning citizens from incarceration and support to their families, thereby developing the individual’s capacity for sufficiency.

2. **From an Adversarial System to a Partnership Driven System**

   Developing and empowering returning citizens is the critical path to significant social change.

3. **From Transaction Driven to Relational Driven**

   The present system is impersonal while the critical need is human support and human personal relationships.
4. From Mediocrity to Dream Driven
Quality dreams need a life plan which necessitates further education and support systems. The Exodus Contract becomes the driving force.

5. From Uncoordinated Management to Coordinated Management

Comprehensive: people break at the point where resources become unavailable.
Sequential: the capacity to get people what they need when they need it.
Multi-Sectored: There is a great diversity of resources seldom comprehensively developed for a specific disadvantaged neighborhood.

The Constraints of a Systemic Plan

1. The plan must do more with less money.
2. The plan must be socially feasible and not conflict with corrections, parole or law enforcement objectives and goals.
3. The plan must be applicable to any city or culture.
4. The plan must have a capacity to generate enormous influence or else it could not overcome the bureaucracy of an entrenched human service delivery.

Our Unique Features

Care Team of Facilitators: to establish a community span of control.

Street Leaders: to establish street control as they themselves do Exodus Contracts.

City Colleges: enlist the services of college students and professors. especially those involved in political science, and social work.

Reengineering: uses the same resources more efficiently.
**A Proof of the Exodus Concept**

In order to maximize impacts all creative ideas must be expressed through a model. A model does the following:

1. **Validates:** Quiets the objection that it cannot be done
2. **Demonstrates:** Shows how it can be done
3. **Enables Research:** A working model is essential to further upgrade the prototype. It is most efficient to upgrade development on the foundation you already have.
4. **Accountability:** Makes allowance for the measurement of outcomes.
5. **Replicates:** The function of the Exodus model is to reproduce itself or else it does not fulfill its purpose.

**The Necessity of an Exodus Strategic Plan (The Contract)**

A project of this complexity must be driven by a strategic plan. It is essential for those on the Exodus journey to be in consultation with an individual life coach.

A strategic plan insures **credibility**.

…Significant support demands it.

A strategic plan creates **realism**.

…It is essential that each participant take inventory of their strengths and weaknesses.

A strategic plan defines **compliance**.

…This is an individual and specific plan. (prescriptive planning)

A strategic plan develops **metrics**.

…Metrics are essential for evaluation and credibility.

(a set of stages in a communicated path)

And from 18\textsuperscript{th} century French writer, Vauvenargues:

“The boldest and most ridiculous hope has sometimes been the cause of extraordinary success.”

And from the book of Psalms:

“Your road led by a pathway through the sea - a pathway no one knew was there!” (77:19)
Exodus Program

Family-Ties – Education- Physical Fitness – Community-Ties-Spirituality / Values – Career/Vocation Three Events of the Future-

Partners
-City Colleges
-Church Communities Businesses
501 c3 (CBO’s) Corrections Parole & Law Enforcement

Place in the Community

Development of Exodus-Systemic Model

Resources Income-Education-Healthcare-Housing - Faith
Resiliency Factors: What works

Caring and Trusting Relationships
Accountability
Engaging Activity
Giving Back
Consistency

Development Concept – Preparation and not Prevention

Problem Free is not Fully Prepared

Outcomes: Prevention Outcomes
Developmental Outcomes
Achievement Outcomes

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Telling What You Know
How much should I cover?

Leveraging Learning Styles
What if we aren’t on the same page?

Assessing Knowledge Transfer
How do I know if they are learning anything?

Giving and Getting Feedback
When and how should I say what I am thinking?

Developing an Action Plan
BARRIERS TO COMMUNITY COLLABORATING

Purpose

--Difference goals; shifts in purpose and goals over time
--Differences in mission and approach, e.g.,
  -Transactions vs. relationships
  -Single program/service vs. multiple
  -Crisis intervention vs. prevention
  -Work with individuals vs. families or neighborhoods vs. citywide

Plans and Priorities

--Each agency with its own priorities
--Budget-driven, short-term planning, different planning cycles
--No systematic way of deciding priorities and allocations
--Funding drives program/service design and availability and coverage

Participation and partnership

--Competition for resources, turf protection
--No systematic way to get client input
--No real strategic alliances; no systematic way to identify best partners

Power and authority

--Dilution of accountability and decision making
--Allegiance to own organizations
--Gaps between top management decisions and front-line execution

Policy and Process

--Entrenched rules about what is offered where; resource do not always flow to those who need them; emphasis on eligibility compliance, rather than client self-sufficiency
--Piecemeal transactions, inefficient processes, lack of tools that could free up time and resources for service delivery

People Effectiveness

--Lack of managerial, fundraising skills; lack of true care managers
--Unstable volunteer base
--No support for innovation or risk taking
--Politics can override qualifications in filing positions

Performance

--No real measures of desired outcomes or results
--No method of tracking results, no consequences for failing to deliver
--Hard to demonstrate the value of prevention vs. crisis intervention

Source: Interviews, research; McKinsey analysis