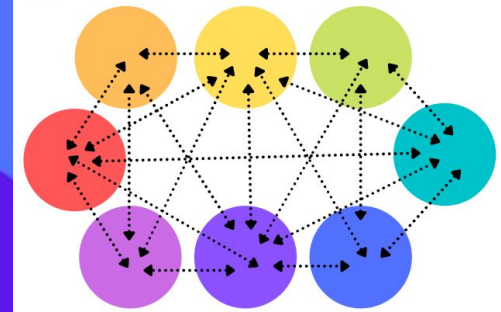
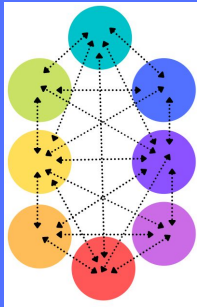


WELCOME!

So glad you are here.



Moving Community Health Forward Together



Strafford County Public Health Network All-Partner Meeting
December 17, 2025
Sarah Johnson, MS, LPC
thejoylabs.com



I am The Joy Labs!



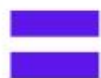
I'm Sarah Johnson.



MENTAL HEALTH COMMUNITY CARE



**COMMUNITY
CARE**



**BUILDING
COMMUNITIES WHERE
EVERYONE HAS
WHAT THEY NEED
TO BE ABLE
TO BE EFFECTIVE
AT TAKING CARE OF
OURSELVES & EACH
OTHER**



OUR TIME TOGETHER:

What does it look like to move
community health forward in our
region TOGETHER?

**"SYSTEMS DON'T TRANSFORM
UNLESS THE PEOPLE
IN THE SYSTEM DO."**



**-JOHN KANIA,
FOUNDER AND EXECUTIVE DIRECTOR OF
THE COLLECTIVE CHANGE LAB**

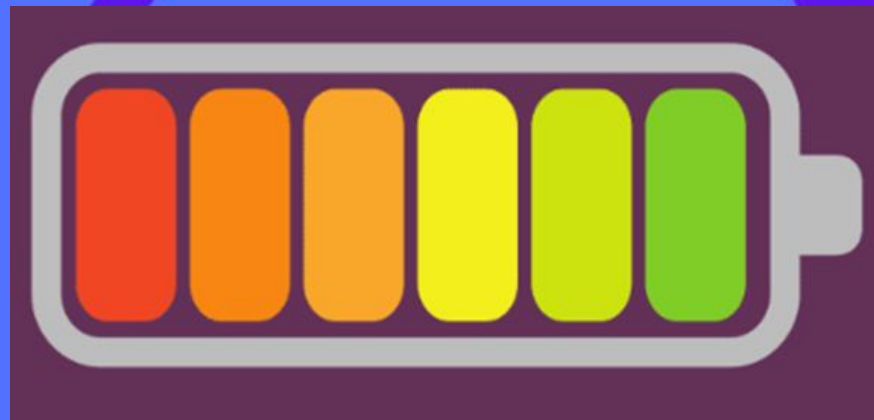
Arriving: →

How charged

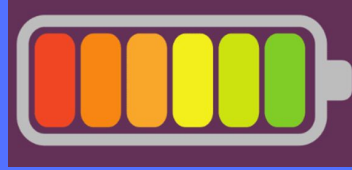
is your

moving-community-health-forward

battery?



Depleting



Renewing

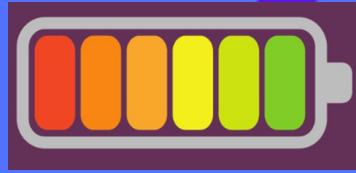
Focusing on:

- only what's wrong or missing
- the agenda
- blame & competition
- hiding out, isolating &/or going it alone

Focusing on:

- strengths, possibilities & what's effective
- our impact
- curiosity, courage, flexibility & innovation
- leaning in, collaboration & social capital

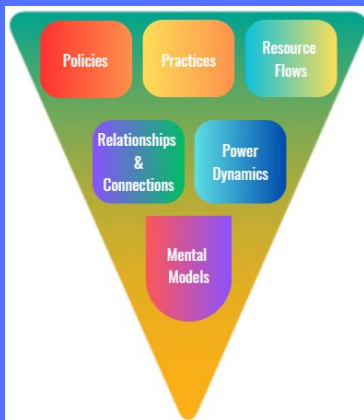
Recharging:



What keeps you coming back to this work of moving community health forward?

What helps YOU recharge so you can keep coming back to this work?



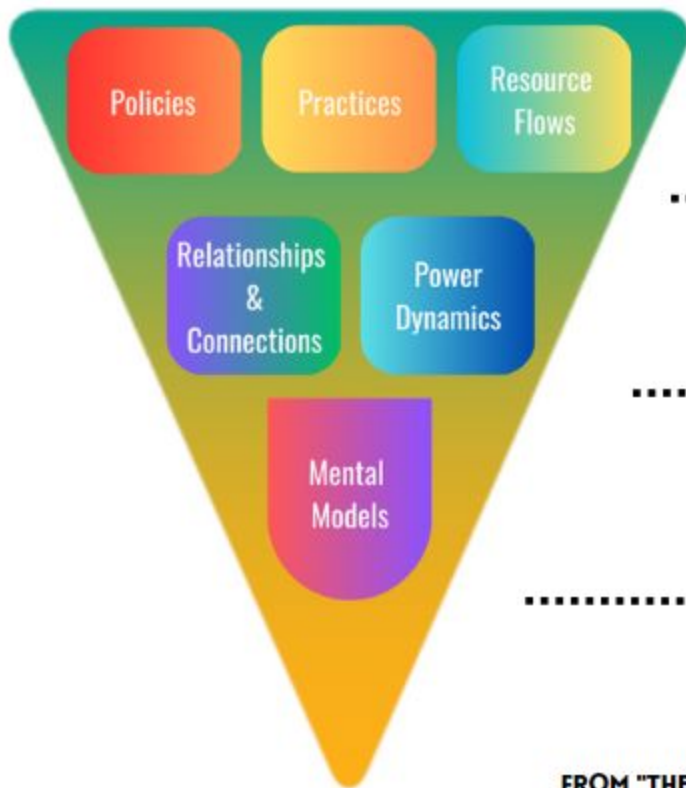


Systems change is about **shifting the conditions that hold a problem in place.**

Shifts in system conditions are more likely to be **sustained** when working at **three different levels** of change.



SIX CONDITIONS OF SYSTEMS CHANGE



**STRUCTURAL CHANGE
(EXPLICIT)**

.....

**RELATIONAL CHANGE
(SEMI-EXPLICIT)**

.....

**TRANSFORMATIONAL CHANGE
(IMPLICIT)**

.....

FROM "THE WATER OF SYSTEMS CHANGE," KANIA, KRAMER , SENGE 2018



STRUCTURAL CHANGE

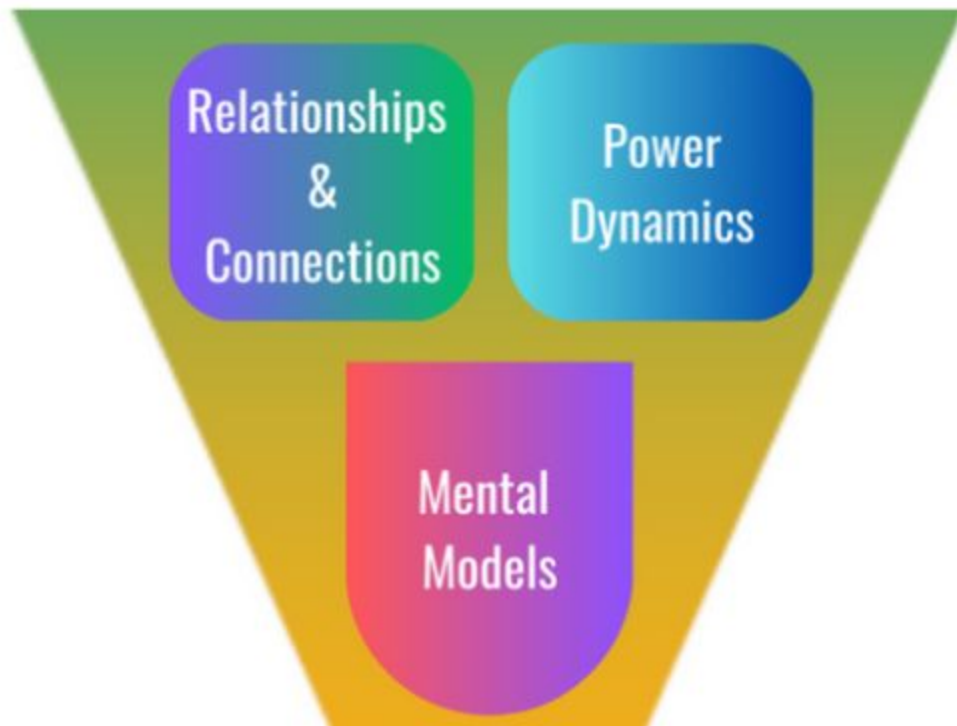
Policies

Practices

Resource
Flows



RELATIONAL & TRANSFORMATIONAL CHANGE



RELATIONAL & TRANSFORMATIONAL SHIFTS:

- how we think about our work
- what we talk about with our teams, partners, participants
- what we prioritize & how we do our work (strategy)
- how we respond to challenges
- how we show up for each other
- **how we show up period.**

COMPETE

CO-EXIST

COMMUNICATE

COOPERATE

COORDINATE

COLLABORATE

INTEGRATE

 **TAMARACK**
INSTITUTE

**THE
JOY
LABS**

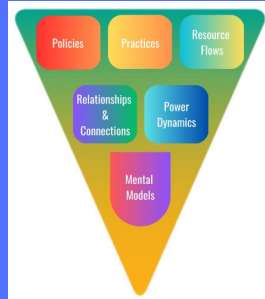


The Collaboration Spectrum from the Tamarack Institute



- There are MANY ways to partner and collaborate.
- Not all initiatives require integration.

Critical Questions:



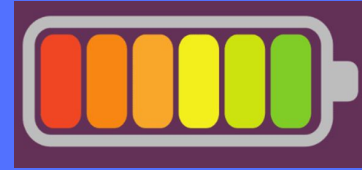
- What shift will contribute most powerfully to addressing your goal?
- What shift would NOT happen without a collaborative effort to move it forward (ie: no one or two could do it alone)?
- What is the desired level of collaboration & what's needed to move from the current to needed level of collaboration?

Let's play!

Spectrums!



Recharging together:



What does it look like to move community health forward in our region TOGETHER?

What can help US recharge so we can keep coming back to this work together?



TAKE AWAYS

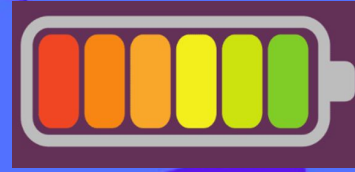
"FOR ANY MOVEMENT TO BE TRULY EFFECTIVE, ITS STAKEHOLDERS MUST HAVE STRONG CONNECTIONS WITH ONE ANOTHER, A PERSONAL SENSE OF BELONGING TO THE CITY, AND AN EARNEST BELIEF THAT THEIR WELL-BEING IS BOUND UP WITH THE WELL-BEING OF THEIR FELLOW CITIZENS."



-AJ CALHOUN

DIRECTOR OF RESEARCH AND IMPACT, LEADING ON OPPORTUNITY

Taking it with you:



**What will you take with you to
sustain your charge?**



→ **Work it** 🌟🌟🌟

THANK YOU!

SARAH JOHNSON, MS, LPC, NCC

THEJOYLABS.COM

