Pathfinders

Contents

| Introduction 7 |
|--|
| A Note on Words 11 |
| Thanks 17 |
| The Cover Images 20 |
| Communities that Work Better for Everybody 23 |
| Real wealth 24 |
| 75 Actions That Build Community 26 |
| A community that works cares for the planet 27 |
| A bigger we 28 |
| Bridging obvious difference 29 |
| Overcoming social exclusion 30 |
| From ME to WE 30 |
| The role of people with developmental disabilities 32 |
| Real Communities 33 |
| <i>The Little Green Wagon – A Way of Organizing</i> 35 |
| Growing Leadership 38 |
| Simon Duffy on Full Citizenship 39 |
| Urban Innovators Bring Little Free Libraries to Harlem40 |
| Pathfinders and Allies 43 |
| Now is the time for pathfinders to make a difference 44 |
| Rebecca Beayni Shapes the UN Convention 45 |
| Heroes with a thousand faces 48 |
| The hero's journey 51 |
| Hearing the call 54 |
| Gathering companions and making partnerships 54 |
| Building on the gifts of the quest 57 |
| A lifelong journey out of the institution 57 |
| Ontario's Government Takes Responsibility for the Injustice of Institutionalization 61 |
| The road goes ever on and on 64 |
| Pulling together necessary assistance 65 |
| Thinking about social roles 66 |
| Bonding based on developmental disability 69 |

Bridging action 70 Making Art in Your Life 73 75 Partners The loyalty problem 77 Organizing for partnership 79 Request for Proposals – Level 4 Adult Residential Facilities 79 The Logic of Pull Creates Tiger Lilly Seeds 81 Potential for partnership 83 Peace 85 The art of direct support 87 Direct support workers as partners 87 *"Didn't Jason do the right thing..."* 88 Direct support practices that energize partnership 90 Seeing through the force field 91 Cultivating direct support partners 95 Valued experiences and accomplishments 95 A geometry of partnership 101 Life Works Flips the Script 102 Investment in developing support workers 104 Partners with clinical knowledge 107 Nina's Music 108 Evan: Building a Life 111 **Supporting Families** 113 *The Plague of Inequality* 113 Surplus difficulty 115 Extra work 116 Redesigning support to families 117 Visit From A Service Coordinator With Great News* 118 Redesign by learning from family action 121 Families as social inventors 123 Developing a powerful family story 126 Better Life Chances* 127 Good investments in supporting families 128

4

Pathfinders

| Pathfinders Are Social Inventors 131 | | | |
|--|--|--|--|
| Creating social inventions – Theory U 132 | | | |
| Two social fields: Presencing and Absencing 132 | | | |
| Lessons from a dark time 134 | | | |
| Presencing 144 | | | |
| Ken Chose Me 145 | | | |
| The theory 149 | | | |
| Moving through the U 151 | | | |
| Listen Slow 151 | | | |
| Leadership is personal 153 | | | |
| Urban Innovations: A Social Invention Generator 156 | | | |
| Mobilizing social invention 163 | | | |
| Freedom to invent 163 | | | |
| The source of social invention 165 | | | |
| Changing the Way We Change Our System 169 | | | |
| Creating social invention zones170 | | | |
| How we do it now: instructions and incentives 175 | | | |
| Metaphors Capture Depth of Change 178 | | | |
| What does it mean to value inclusion? 180 | | | |
| The change it takes 183 | | | |
| The design of organizations matters 185 | | | |
| Deep change is tough 186 | | | |
| The social inventors' predicament 189 | | | |
| Lessons from Person-Centered Planning 195 | | | |
| From the top-down 195 | | | |
| Strategy 1: Adopt new rules and procedures for individual plans to choose services and define outcomes 198 | | | |
| Strategy 2: Guide organizational reform with person-centered planning200 | | | |
| Two Perspectives on Person-Centered Planning 201 | | | |
| Strategy 3: Person-centered planning as a medium for | | | |
| co-creating personal and organizational change 204 | | | |
| From the outside-in 208 | | | |
| The positive core of person-centered planning 210 | | | |
| How Are We Listening? 212 | | | |

| Differing gifts, different purpo | oses 213 | |
|----------------------------------|---------------------|-----|
| Origins of LifePath Planning | 214 | |
| Dismissing the Old and Lettin | ng the New Emerge | 220 |
| An Ecology For Self-Direction | 223 | |
| Self-direction boxed-in | 226 | |
| Free to Live His Life as He W | ants To 228 | |
| Self-direction break-out 1: in C | Control 230 | |
| Self-direction break-out 2: Dan | e County, Wisconsin | 238 |
| Self-direction break-out 3: Arti | icle 12 243 | |
| A new foundation for public in | vestment 249 | |
| An ecology for self-direction | 253 | |
| Letting Go-Letting Come | 261 | |
| Lessons from a master | 262 | |
| Embodying ideals 265 | | |