

**How to Unlearn Our Assumptions and Re-define Our Success**

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Services are Provided Under Grant Number  
2004-WT-AX-K057 – Office on Violence  
Against Women (OVW), United States  
Department of Justice

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**Learning Objectives**

Participants will:

- Examine organizational goals/ program goals to ensure relevancy to mission.
- Understand alternative frameworks for success.
- Articulate how culture influences your organization's programs and work.

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*When you start with problems...you get programs.*

*When you start with strengths...you get possibilities.*

Lupe R. Serrano

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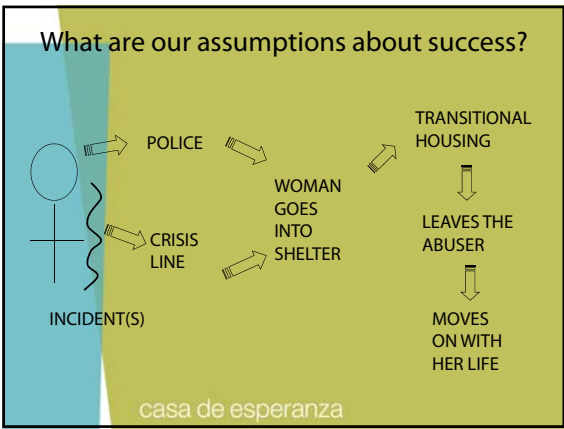
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Group Activity # 1

Does your work align with your mission?

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**Alternate Frameworks**

- Resiliency
- Community Engagement
- Asset-based, Strengths-based

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**Frameworks, continued...**

Relevant Theories:

- Paolo Freire: Critical Thinking (Concientizacion)
- John McKnight: Asset-based Work
- Robert Putnam: Social Capital
- Jay Mancini: Community Connectedness

Intersections of these theories:

People and associations are connected, have value, and offer tremendous resource.

People can mobilize and creating lasting change.

Strength = a beginning

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**Group Activity #2**

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## Key Learning

- Culture is a core value to programs and organizations
- Focus on strengths= new opportunities
- Social change work must move us beyond programs, deficits, and needs

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