

## Developing an Agency Culture for Employment

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## What Is the "Agency System" Doing Right Now?

**"Every system is perfectly designed to achieve the results it is achieving"**

--Paul Batailden

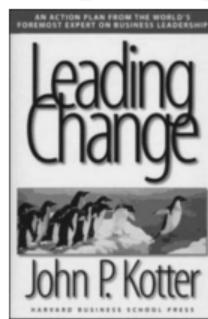
## Lessons We Are Learning



## Effective Leadership is Critical



## Leading Change



## Transformation Leadership

**"Transformation requires sacrifice, dedication, and creativity...."**