### The Foundation for the Malcolm Baldrige National Quality Award

"The award that bears his name reflects the virtues that he brought to public service and how he lived in his private life, a commitment to excellence, shrewd judgment and sound judgment, principled leadership, integrity, and a sense of responsibility."

George W. Bush



"I was proud as a U.S. Senator to vote in favor of the Baldrige Act."... this award has helped us re-focus on the future, on quality, on performance, and most importantly maybe, on innovation."

Joe Biden

"In just a few years, the National Quality Award has literally become the standard of business excellence. And the renewed spirit of excellence in business, of making quality an integral part of America's corporate strategy, has truly, I believe, made us more competitive in the international arena."

George H.W. Bush



"The Malcolm Baldrige National Quality Award, which highlights customer satisfaction, workforce empowerment, and increased productivity, has come to symbolize America's commitment to excellence."

Bill Clinton

"I always prized the quality of Mac's vision. He had the capacity to look up from the dust of the plains to see the distant mountains."

Ronald Reagan



America's Best Investment

### Presents:

# Delivering On Our Commitment to Community Performance Excellence

November 22, 2022



### A Special Thanks to Our Donors & Sponsors!



































### Mac Baldrige Society Institute Trustees























### **Opening Remarks/Agenda**

Introduction Al Faber

**Guest Presenters** Stephanie Norling, Executive Director, Communities of Excellence 2026

Bob Fangmeyer, Director, Baldrige Program, NIST

Brian Lassiter, Chair, Alliance for Performance Excellence Board of Directors

Questions from the

**Audience** 

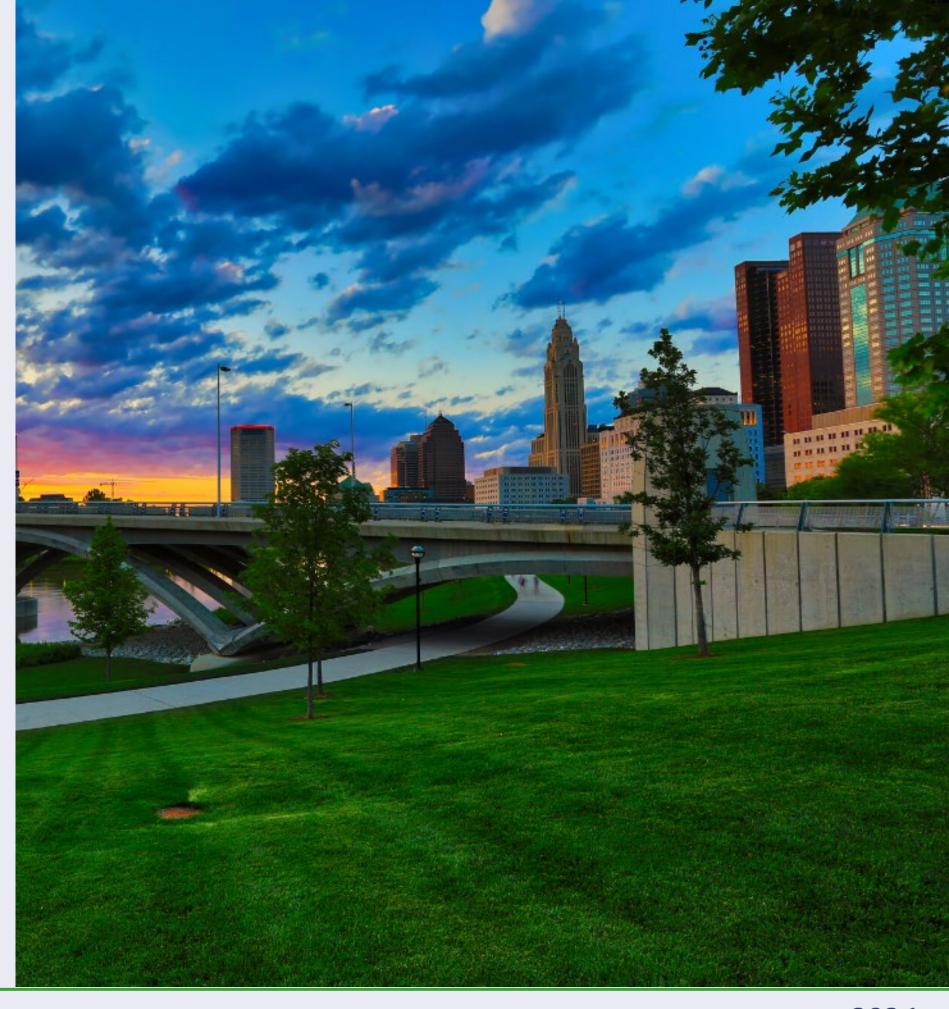
Al Faber, Moderator

**Closing Remarks** 

**Al Faber** 

# Delivering on our Commitment to Community Performance Excellence

Stephanie Norling Executive Director
November 2022



### **Presentation Focus**

- Background on Communities of Excellence and the Systems Approach
- Overview of the Communities of Excellence
  - Framework
- Community Examples
- What's New with Us
- Closing Considerations





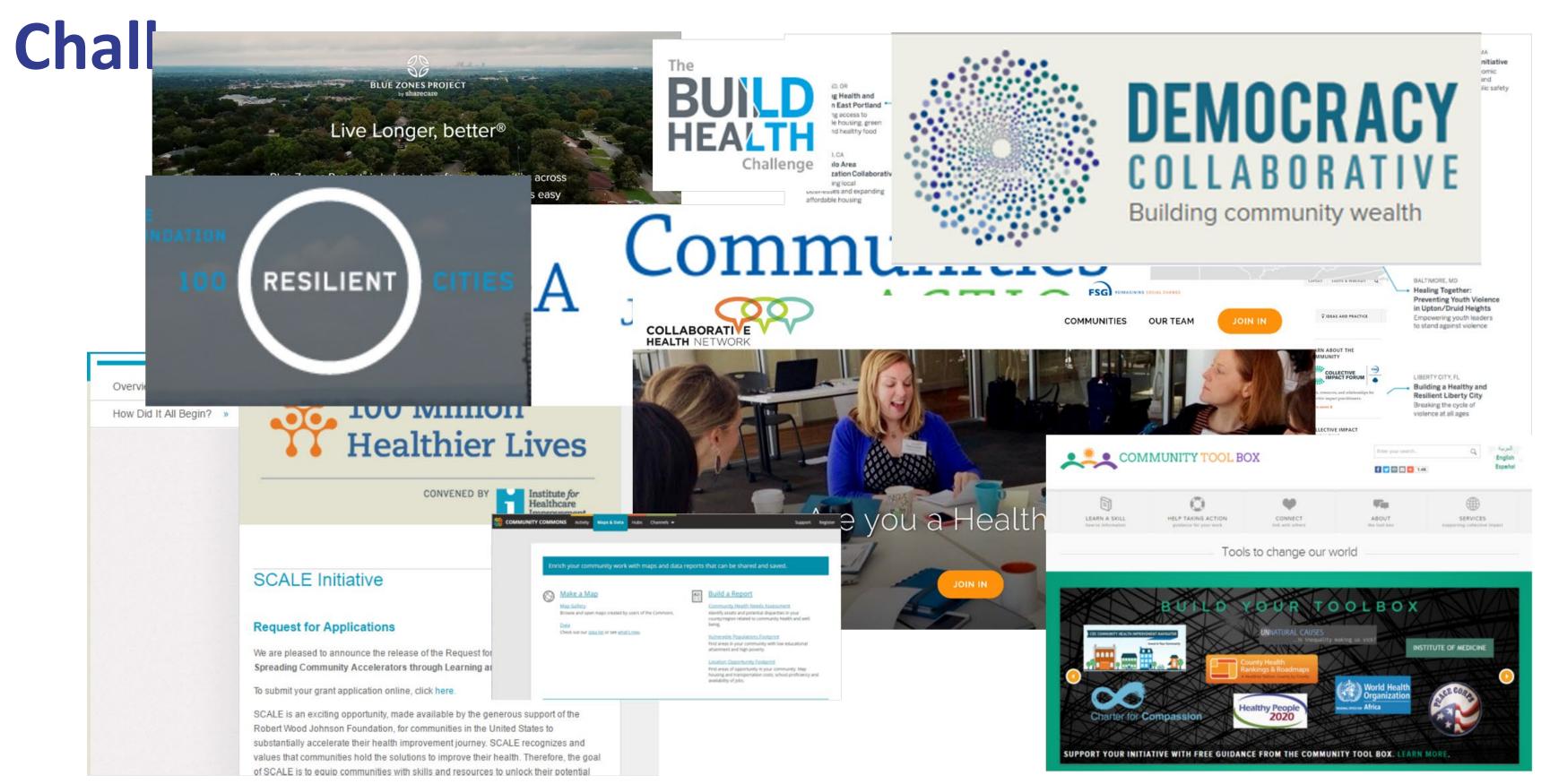
For America to sustain its vitality, promote opportunity, and create a more equitable society during its second 250 years of existence, we must improve the performance of communities and the people who lead and live in them.

# Why We Exist

**Core Purpose:** To ensure that every person in America has the opportunity to live their best life in communities that are thriving.

Envisioned Future: Communities that adopt the Baldrige-based Communities of Excellence Framework are recognized as the top-performing in the nation and are catalysts for our country to again lead the world in educational attainment, economic prosperity, health and wellness, and quality of life.

### What is Being Done to Address our Nation's



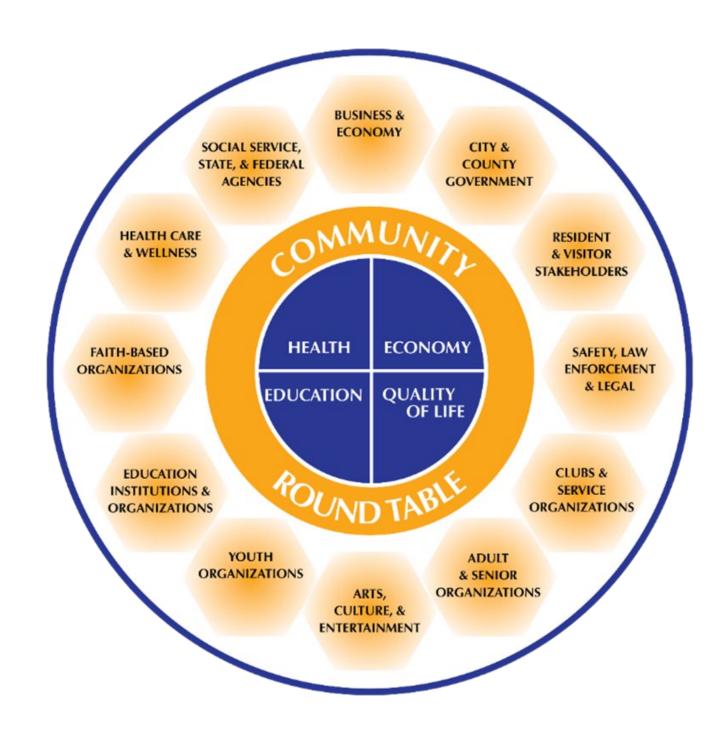
There is no systematic approach familiar to and used by all entities within communities that ensures federal, state, local, and private sector efforts are aligned and integrated to maximize their benefit and impact.

### Our Belief

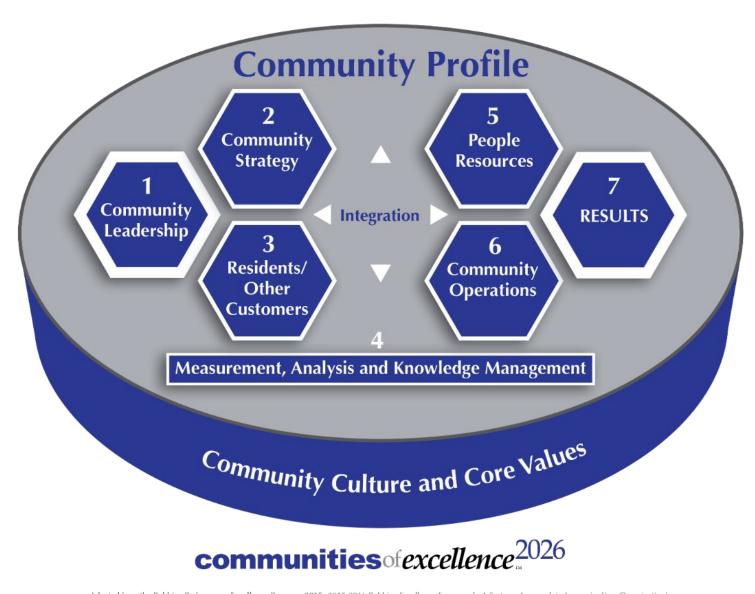
That a **systems framework** proven to drive performance excellence in *companies and organizations* – the Baldrige Framework - can be modified to achieve performance excellence in *communities* to benefit the health and wellbeing of all residents.

# Baldrige Re-imagined in Communities

- Baldrige is a systems framework that can transform organizational performance and gets sustainable results.
- In communities we know that educational attainment, economic vitality, health status, and safety, among others, are inextricably interwoven - like a complex system.
- Community leadership is not hierarchical it requires a commitment among leaders across sectors and generations and a backbone organization to support them.



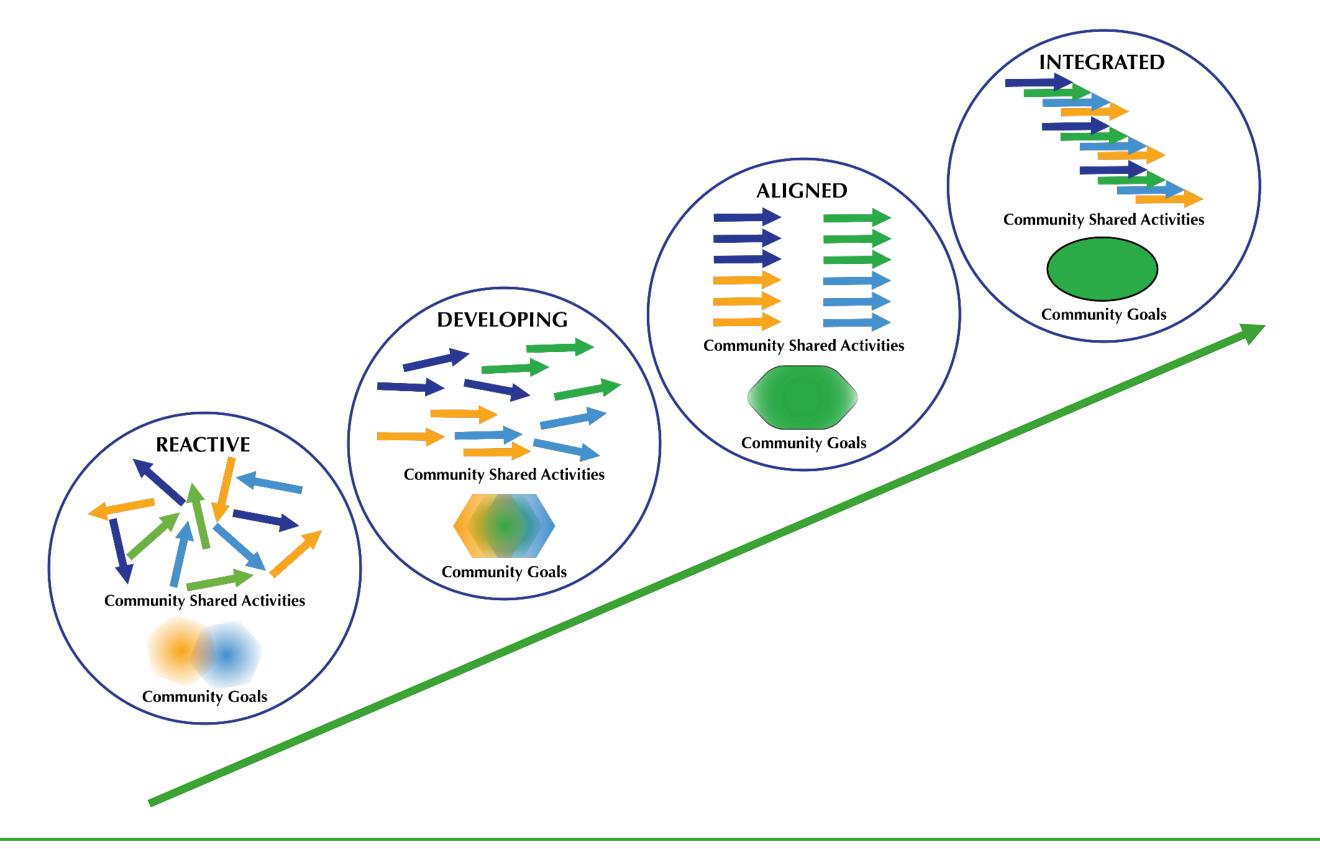
# Baldrige Adapted to Communities



Adapted from the Baldrige Performance Excellence Program, 2015. 2015-2016 Baldrige Excellence Framework: A Systems Approach to Improving Your Origanization's Performance, Galthersburg, MD: U.S. Department of Commerce, National Institute of Standards and Technology, http://nist.gov/balderige\_UPDATED\_6.2020

- Applicable to any community
- Unites around common language, shared values, and community understanding
- Aligns resources, people, plans, processes, information, actions, results, and analyses to support key *community*-wide goals
- Promotes a culture of quality, continuous improvement, evidence-based decision making
- Resident engagement is key

# Steps Toward High Performance



### **Presentation Focus**

- Background on Communities of Excellence and the Systems Approach
- Overview of the Communities of Excellence

### **Framework**

- Community Examples
- What's New with Us
- Closing Considerations



# The Communities of Excellence Framework







# The Community Journey

### **Know the Current Story**

- You define your community and what's important to it
- Starting point
- Shared
   understanding
   across sectors
- Beginning of a common language

# ENVISIONING a future story KNOWING the current story Seeing ENVISIONING TAKING ACTION to create a new story Doing

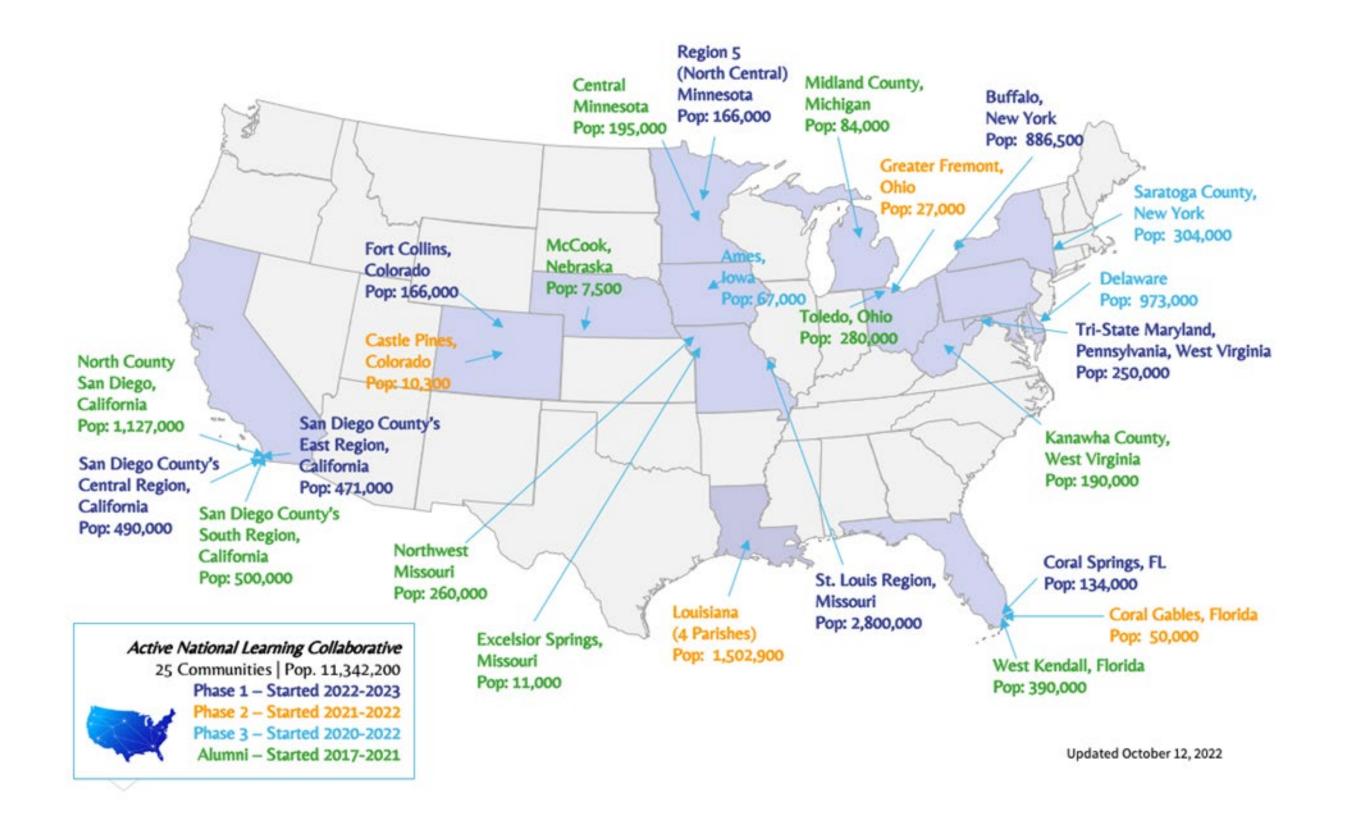
### **Envision a future story**

What future can we create working together?

# Take action to create a new story

- Create a culture of performance excellence
- Development and empowerment of leadership so that continuous improvement becomes internalized, sustainable.

# National Learning Collaborative

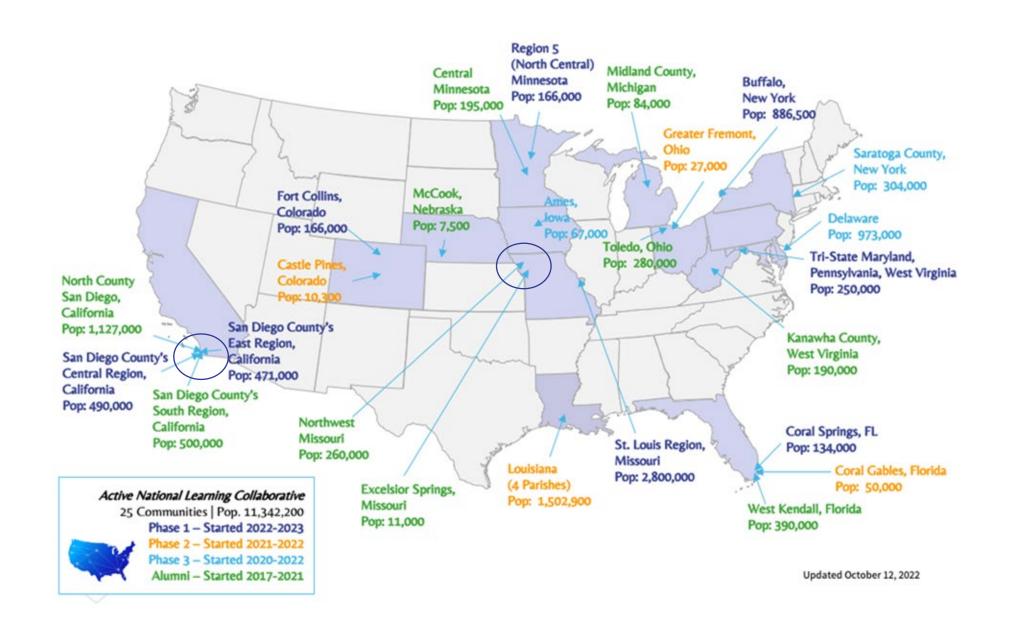


### **Presentation Focus**

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# Community Examples



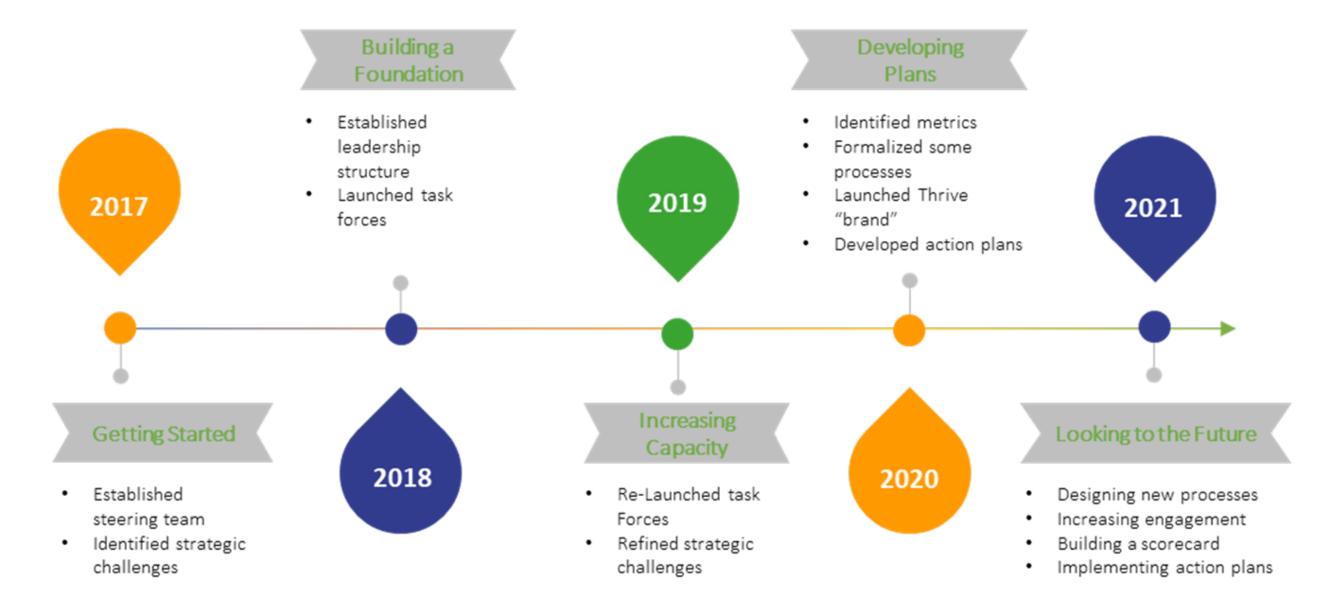
### Steps

- Forming your group and adopting the Communities of Excellence Framework.
- 2. Understanding your group, community, and reason for working together.
- 3. Gathering and sorting through the input from many perspectives to agree on KEY shared priorities and goals.
- 4. Designing, implementing, and managing plans and processes; and celebrating progress
- 5. Revisiting the steps to continue improvement and achieve sustainability.

# Excelsior Springs, Missouri



### **Communities of Excellence Journey**



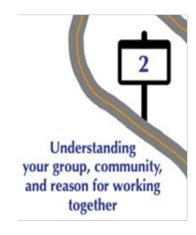
# Excelsior Springs, Missouri



Define the Problem (Sense of Urgency)

Life expectancy in Excelsior Springs is

8.3 years less
than nearby zip codes



Engage Community Leadership from All Sectors and Generations



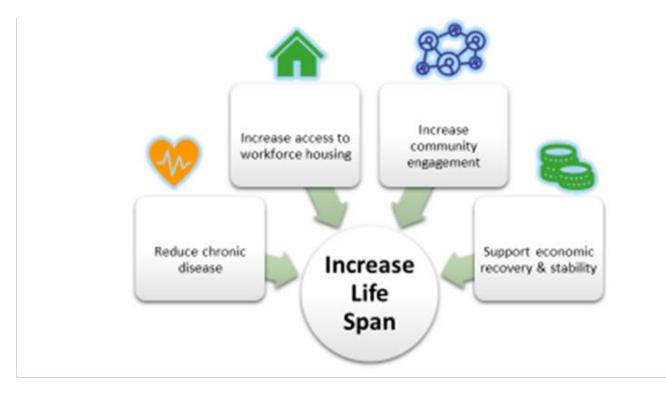
# Excelsior Springs, Missouri

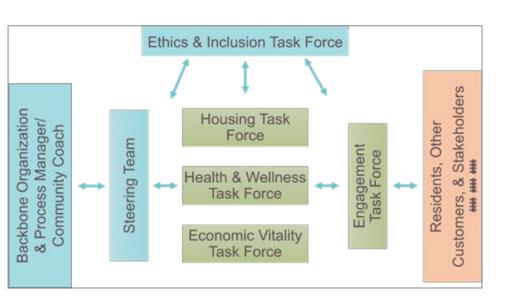


Agree on Shared Priorities
While Respecting Current
Efforts



Develop Strategies, Action Plans, Identify People, Resources, And Measure Progress





# Key Take-Aways



The city is the backbone organization, but this is "owned" by the entire community.



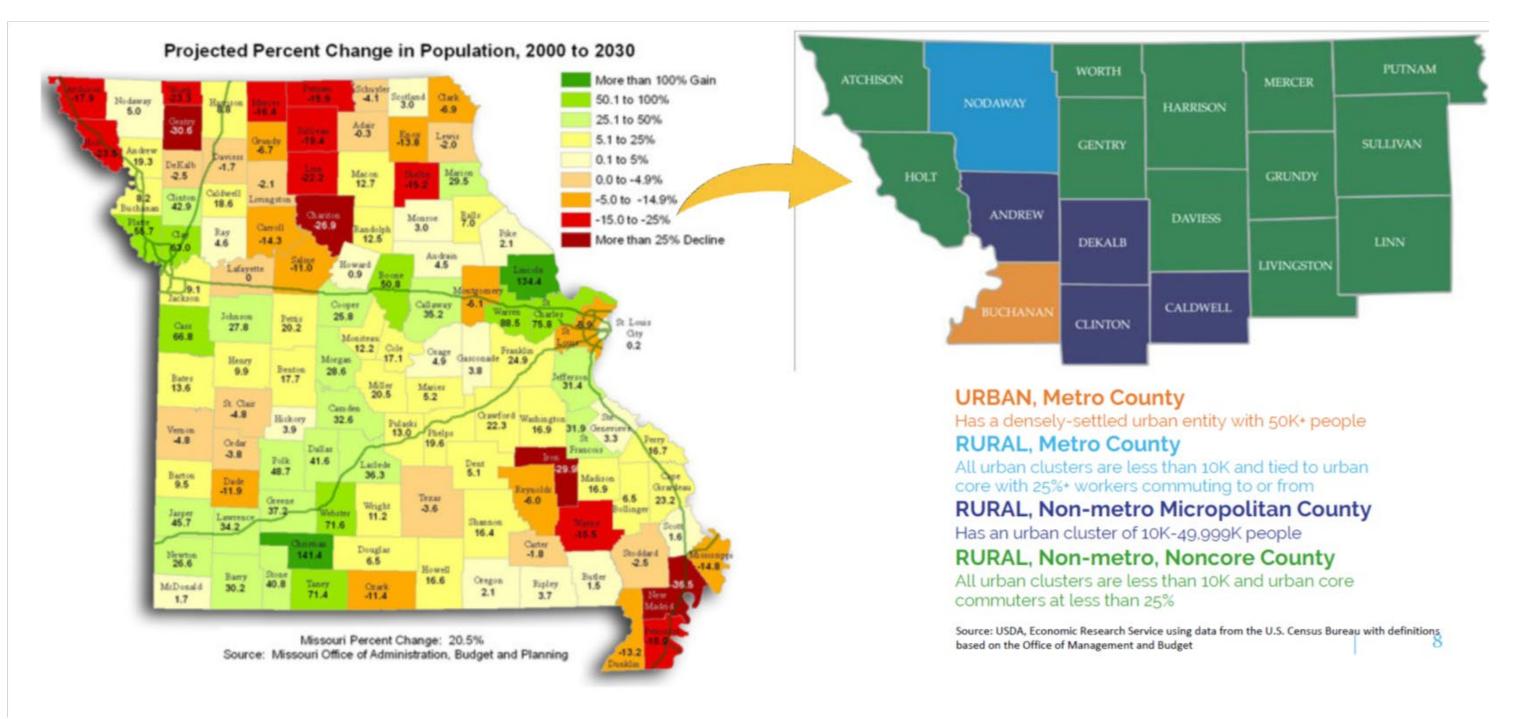
Communities are run by the people who show up, and everyone who shows up is important.



They didn't get it right on the first attempt.

### Northwest Missouri

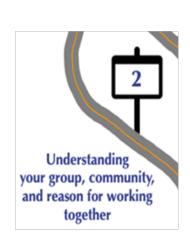




### Northwest Missouri



### **Understanding Why the Population is Shifting**





Gathering and sorting through the input from many perspectives to agree on KEY shared priorities and goals

**GOAL** 

To better understand how to retain and attract talent to our region.

### ONLINE SURVEY QUESTIONS

- 1. Why do people who grew up in this region stay?
- 2. How can we attract people who grew up here, but left, to move back?
- 3. How can we attract new residents to our region?

### **PARTNERS**

- Maximize NWMO's Volunteer Communications CollaborACTION Team
- Community Foundation of Northwest Missouri
- University of Missouri Extension Exceed

## Northwest Missouri

Gathering and sorting through the input from many perspectives to agree on KEY shared priorities and goals





Factors that drive decisions to move, beyond "Strong Ties with Family and Friends," are things we can do something about if we dream big and grow together!

- Quality of K-12 Schools
- Healthcare
- Strong Economy
- Broadband/High Speed Internet
- Amenities: Fresh Produce, Bakeries & Coffee Shops, Professional Services, Arts, Entertainment & Recreation

REGIONAL LEARNING COLLABORATIVE



### **Your Action and Results Align**

STRATEGIC ACTION MAP	VISION & Priority Areas (Strategies)	INPUTS	OUTPUTS	SHORT-TERM OUTCOMES	MID-TERM OUTCOMES	LONG-TERM OUTCOMES	
	1st Level Agreed to Priority Areas 2nd Level Specific Strategies or Projects	What is needed to complete the outputs?	What will be completed to achieve the desired outcomes?	What education will be accomplished; knowledge shared; resource established, etc.?	What attitudes will be changed; behaviors exhibited; actions taken; etc.?	What is the impact desired or strategic priority attained? What is the answer to "So What?" & "Why?"	
RESULTS MATRIX	1st Level Agreed to Priority Areas 2nd Level Specific Strategies or Projects	What has been done to prepare for the work activity? Information & Resources Secured	What has been completed toward achieving the desired outcomes? Work Activity Completed (Planned and Discovered/ Unplanned)	What education has been accomplished; knowledge shared; resource established, etc.? Evidence in Words & Numbers	What attitudes have been changed; behaviors exhibited; actions taken; etc.? Evidence in Words & Numbers	What meaningful difference has been made due to the inputs, outputs, and short-mid- term outcomes? Evidence in Words & Numbers	

# Key Take-Aways



Words Matter.



Community is not competition. It is collaboration.



Help people to see opportunity in addition to discussing the problems.



Nothing exists in isolation.

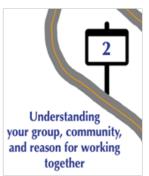
# San Diego County, California (South Region)





# San Diego County, California (South Region)





Gathering and sorting through the input from many perspectives to agree on KEY shared priorities and goals



### LIVE WELL SAN DIEGO SOUTH REGION LEADERSHIP TEAM

### **General Oversight and Decision Making**

Co-Chair: Barbara Jiménez HHSA Central and South Regions Co-Chair: Kathryn Lembo South Bay Community Services

### **ADVISORY GROUP**

### Overview of Strategic Planning, Communication and Strategy

Meetings facilitated by County of San Diego Health and Human Services Agency staff. Attended by representatives from each Work Group and Live Well San Diego South Region Leadership Team members.

### **WORK GROUPS**

### **Deployment of Strategic Objectives**

### HEALTH

Chronic Disease Prevention Work Group

Co-Chair: Dr. Ramón Hernandez UCSD Center for Community Health

> Co-Chair: Jessica Newmyer American Heart Association

### KNOWLEDGE

School Work Group

Co-Chair: Omar Calleros San Ysidro School District

Co-Chair: Paloma Perez-Bertrand San Diego Hunger Coalition

### STANDARD OF LIVING

Economic Vitality Work Group

Co-Chair: Jacqueline Reynoso National City Chamber of Commerce

Co-Chair: Cindy Gompper-Graves South County Economic Development Council

# San Diego County, California (South Region)



### Live Well San Diego South Region Leadership Team

Vision: Healthy Safe and Thriving Communities

Mission: Improving the well-being of San Diego South Region through collaboration and system changes that promote healthy, safe and thriving communities.

### **Economic Vitality Work Group**

Work Plan



Area of Focus	Economic Vitality								
Strategic Objective	By September 2018 place 40 participating students into paid internships to support their career interest and to learn								
	work skills in businesses within their community.								
Key Activities	Actions	Partners/Collaborators	Outcome/Results	LWSD Indicator	Timeline				
Recruit Live Well Leadership Team Partners and other organizations in the South Region Community.	<ul> <li>Identify interest and goals of participating students.</li> </ul>								
Community.	<ul> <li>Set a professional development plan for each participating student.</li> </ul>								
	Establish a nomination and vetting process for enrolling participants								
	<ul> <li>Recruit 40 organizations, 20 of them should be Live Well San Diego partners.</li> </ul>								
	<ul> <li>Onboard recruited organization and begin registration process.</li> </ul>								

# Key Take-Aways



Think like a community instead of an entity. No one entity can do this alone.



The Live Well San Diego vision provides HHSA and the community a share direction and shared understanding of their challenges.



Baldrige provides the management model and a common language.

# Getting Started – Success Factors



Start with your WHY



Identify WHO to involve



Agree on WHAT system to use



Identify the process for HOW to accomplish your goals

### **Presentation Focus**

- Background on Communities of Excellence and the Systems Approach
- Overview of the Communities of Excellence Framework
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- What's New with Us
- Closing Considerations



# Our Strategic Areas of Concentration

- Actively Support an Energized, High Performing Baldrige Enterprise
- Increase Capability and Capacity to Support Communities
- Become the Center for Community Performance Excellence Resources and Knowledge

# What Being a "Center" Includes:

- Investment in high quality training, support, and curriculum packages
- Community performance indicators resource
- Best practices/promising practices/Tools Inventory

- Leverage technology to connect communities across the country
- Engaging communications
   platform that promotes cross community learning and sharing
- Research/evaluation hub producing and spreading innovative community practices

# Learning Collaborative Curriculum

# and Tools



2022-2023 Phase 1 Curriculum

The Communities of Excellence 2026 National Learning Collaborative is a three-phase program with communities from across the country learning and sharing together. With the guidance of facilitators and mentors, they work in their respective communities to grow community engagement and visible progress towards community performance excellence that improves outcomes in the areas of health, education, economy, and quality of life. Following is the curriculum for the first phase

- Engage your group in a Communities of Excellence Journey.
- Ensure your initiative includes the many diverse perspectives of your community.
- 3. Know Your Community's Current Story: Understand your community and the role of your community excellence group [CEG] by developing your first Baldrige-based Community Profile for submission to receive objective feedback through CDE's Assessment and Recognition Program.
- 4. Learn the basics of the Communities of Excellence Framework by applying it to one roundtrip of the COE Journey Roadmap through a listening project.
- 5. Learn about and engage with the other communities in the COE National Learning Collaborative.

- CDE 2006 Universal Scorecard Baseline Data Gathered and Community Assets Mapped
- Community Excellence Group Initial Vision, Values, Brand Identity, and Digital Communication Platform
- Initial Community Listening Project Completed to Identify Initial Action Project
- CDE Progress Self-Assessment Completed

All sessions are held on the first Tuesday of the month via Zoam from 11:00 - 1:00 pm PT (2 hours) unless otherwise noted.

Session 11: Engaging Communications Approaches

Special Leadership Onboarding Mini-Retreat (8:00 am - Noon FT, 4 hours) Session 1: Getting to Know Your Community's Story Annual Kick-Off Conference: "Lighting the Way to Excellence" | Son Diego, CA October 20-21, 2022\* November 1, 2022 Session 2: Getting Started with The Communities of Excellence Framework December 6, 2022 Session 3: Inspiring and Organizing Your Initial Team January 3, 2023 Session 4: Learning About Your Community Session 5: The Value of Diverse Perspectives February 7, 2023 Session 6: Setting the Stage for Engaging Many People March 7, 2023 Session 7: Understanding What Your Community Excellence Group Can Impact April 4, 2023 May 2, 2023 Session & Introduction to the First Steps of Strategic Planning Session 9: Introduction to Processes for Progress Session 10: Difference Making Requires Different Thinking

September 5, 2023 Session 12: Celebrating Continuous Improvement Share this tool with your community excellence group members and request that thes complete the selfsort on their own from their enique puropective. Plate your CES wift a number that cor to discous each statement and/or question to agree on a collective asswer. If there are verying levels of knowledge or oginious about a topic, indicate the range, if you are not sure of the answer, use your best prodlegarcamenantiesofercolience2526 and or 419-719-1065 to discuss your question of Stops Toward High Performance, Identify the top 3-5 things your group should focus on for the future faculty morebers. The results can help-these resources better assist your community excellence group on its Journey to Community Excellence.

COMMUNITY EXCELLENCE GROUP PROGRESS TOOL:

is research in a companion to the Communities of Excellence France and b. It is designed to help community

bills russage being well received?

This resource is a composite to the Communities of Excellence Environment. It is designed to thelp community are sendence groups determine if the perceptions of all involved in your localization and articulars are the same. Some of the quarties in this tool while the para community excellence group (XEI), while others not to your community as collence in the same and to your whole community. The goal is for you to gain knowledge of the following amount to help your understand if progness is being made:

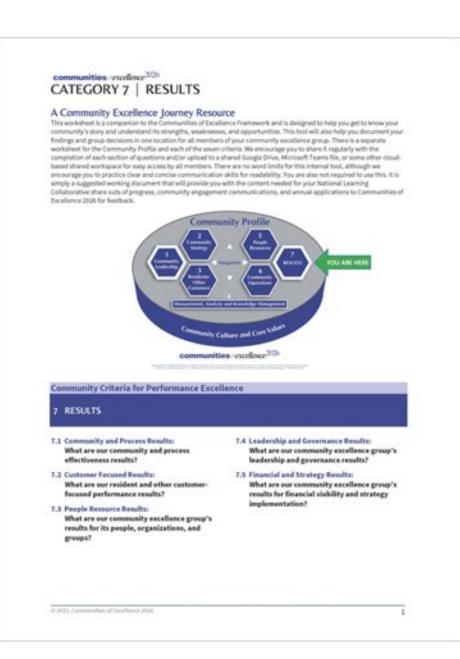
Arrystandough of the following amounts to help you understand if progness is being made.

Programation, where, relative, and plans being (highlyped)

Does pair insule this took, pair community combines initiative articulard and appeal from?

Arrystandough of your community combines initiative articulard and appeal from?

Arrystandough of programative community combines initiative articulard and appeal from?



# Examples of New Tools:

- Category Worksheets
- Community Excellence **Group Self-Assessment**
- **Community Readiness** Assessment
- 5 Why's Activity
- Roadmap
- Roadmap Matrix

# Community Performance Excellence Measurement System Includes:

communities of excellence 2026

#### UNIVERSAL COMMUNITY SCORECARD TEMPLATE | 7.1(1)

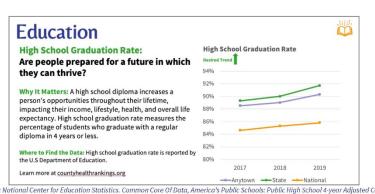
#### A Community Excellence Journey Resource

This template is a companion to the Communities of Excellence Framework and is designed to help you get to know your community's story and understand its strengths, weaknesses, and opportunities. This tool will also help you document your findings in one location for all members of your community excellence group. We encourage you to share it regularly with the completion and update of each section of questions and/or upload to a shared Google Drive, Microsoft Teams file, or some other cloud-based shared workspace for easy access by all members. There are no word limits or number of measurement indicator limits for this internal tool, although we encourage you to practice clear and concise communication skills for readability. You are also not required to use this. It is simply a suggested working document that will provide you with the content needed for your National Learning Collaborative share outs of progress, community engagement communications, and annual applications to Communities of Excellence 2026 for feedback through the Assessment & Recognition Program.

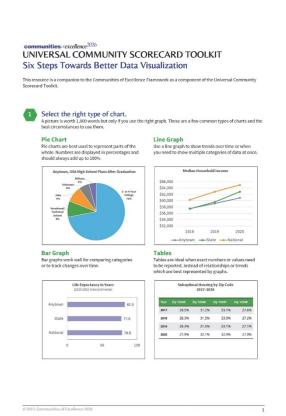
Communities of Excellence 2026 has established a Universal Scorecard Template (See separate document) of results that all communities are requested to track for the value of benchmarking participating communities across the country. Here is the summary table of the indicators included:

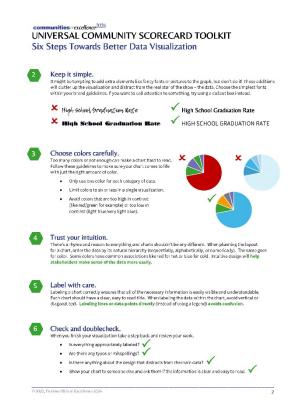
•	Health	Life Expectancy
	Education	HS Graduation Rate
	Economy	Median Household Income
	Quality of Life: Social and Community	Adults with 14+ "Not Good" Mental Health Days Per Month
	Quality of Life: Housing	Homes with Suboptimal Conditions

The five indicators have been chosen based on their long-term impact measurement and free access to data by any community in the United States, regardless of population size. They are high-level indicators that also demonstrate the interconnected and interdependent nature of the four core areas of communities: Health and Safety, Educational Attainment, Economic Vitality, and Quality of Life.



Graduation Rate, 2018-2019, National Center for Education Statistics, Available from: U.S. Department of Education, EDEacts Data Files: SY 2018-19 Adjusted Cohort Graduation Rate School Level File, U.S. Department of Education





- **Common Scorecard**
- Instructions for use
- **Cascading Metrics**
- Data Visualization Tips
- Power Bi Dashboard
- **Common Definitions**
- **Data Literacy Training**
- **CEG Progress Self-**Assessment

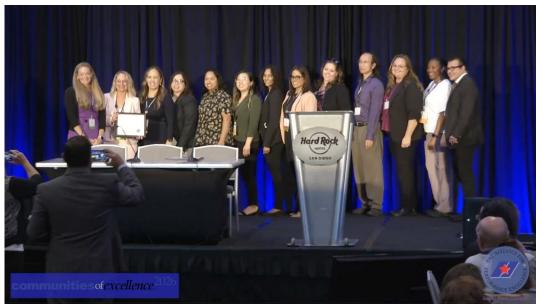
# communities of excellence 2026 Assessment & Recognition A CONTINUOUS IMPROVEMENT PROGRAM



- 15 community applications; 5 at highest current level
- 5 Alliance Programs involved
- 80 volunteer examiners

























# Closing Considerations

The Journey to Community Performance Excellence Requires a Passion and Culture of Excellence

```
(Governance x Leadership) = Culture
(Values + Time)
```

Ultimately, community performance excellence is about:

**Culture + Strategy + Execution = Results** 



# THANK YOU!!

For more information visit our website: www.communitiesofexcellence2026.org

Or email Stephanie Norling snorling@communitiesofexcellence2026.org

# **Panelist Questions and Discussion**



Stephanie Norling Executive Director Communities of Excellence 2026





Al Faber President & CEO Baldrige Foundation

# Baldrige Performance Excellence Program Robert Fangmeyer, Director BPEP







Recognized need to strengthen awareness, interest, accessibility, and participation in Baldrige; Recent efforts to address

- Improvements to evaluation process and feedback reports
- Strategic initiatives to increase awareness, interest, and impact
- Focus group to identify and lower barriers to participation in the award, and
- NIST/DOC leveraging Baldrige more than ever, but also wants to increase impact

## **External Program Review**

- Examine how the program can best advance U.S. competitiveness [economy] and address the challenges most relevant in today's environment
- Examine how to increase impact and accessibility of the program and our offerings
- The output will inform how the program can best be positioned for maximal future impact to our nation



# Process for the Program Review

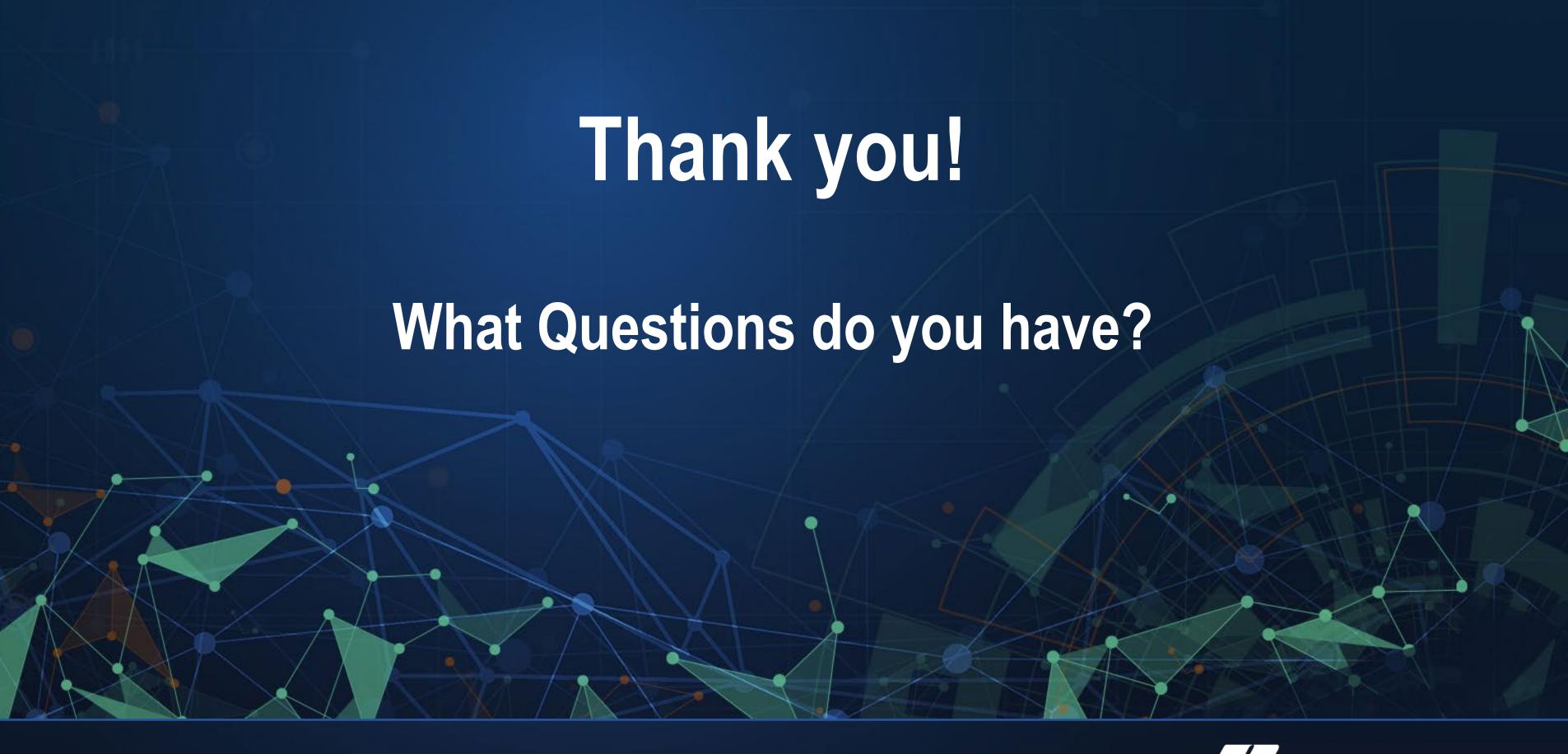


- RFP issued through GSA Schedule
- Small Business set-aside
- Proposals were evaluated and ranked by a 3-person panel
- Six-month contract, split into two major tasks
- Kickoff meeting was held 10/31
- Will build on ongoing improvement efforts and entail heavy engagement with the Baldrige community across all key stakeholder groups
- Necessitates significant engagement <u>outside</u> of the Baldrige community as well
- Recommendations related to the award process component late January
- Recommendations related to broader program operations and offerings late April

# Operational Update



- Framework revisions on schedule
- Quest for Excellence April 2-5, 2023
- Recruiting Baldrige Executive Fellows
- For now, examiner recruitment and award process activities on hold







# **Alliance for Performance Excellence Update**



The Journey to Performance Excellence Starts Here

Home About Us Members Events & Training Contact Us





Brian Lassiter
Chair
Alliance for Performance Excellence



# Alliance 2022 Plan on a Page

#### **Mission**

To enhance our Members' ability to grow Baldrige-based performance excellence.

#### Vision

To be the premier resource for a thriving Baldrige community.

Year
of the
Member

## **2022 Strategic Priorities**

#### 1. Define Alliance Identity

- Purpose & Values
- Core Competencies
- DEI

#### 2. Identify & Document key/core processes

- Identify: Align with core competencies
- Map those in existence
- Select 1-2 to design/refine based on SWOT & other strategic priorities

# 3. Marketing – increase knowledge of Alliance & Baldrige (Owner: Marketing Committee)

- Hire Marketing specialist
- Create common message & collateral

# 4. Define, Promote, & Advance Alliance Role in Baldrige Enterprise

- Reflect core competencies; advance Vision
- Determine strengths and Brand (building from #'s 1 & 3)
- Work within Enterprise from a position of strength

## **Value Proposition**

The Alliance for Performance Excellence is a collaborative network that provides members with credibility as well as access to resources and knowledge that strengthen their ability to engage and deliver Baldrige-based services to customers.

#### **Core Values**

**Collaboration**- Cooperatively working with others in mutually beneficial relationships.

**Passion for Excellence**- Achieving excellence through innovation, agility and continuous improvement.

**Ethics**- Acting with integrity and principles.

**Knowledge Growth** - Continuously increasing and sharing our knowledge.

**Customer Focus**- Serving the needs and acting on behalf of our members.

### **Scorecard** (proposed; pending 2022 initiatives)

- Workforce Learning & Development
  - % of engaged programs (by % of programs receiving dues discount)
- Operational Excellence
  - Engagement process implemented & achieved
  - Member compliance to standards (top tier award, judging, operational)
  - Number of LMS learners
  - % complete achievement of strategy
- Member Engagement
  - Net Promoter Score
  - Baldrige Fall Conference NPS
- Financial & Sustainability
  - Overall profit margin
  - Conference profit margin
  - LMS profitability
  - Cash and equivalents



## **Training & Professional Development**

## **Mastering Strategy in Healthcare (bootcamp)**

Join LBL Strategies, in partnership with the Baldrige Foundation and the George Washington University Center for Excellence in Public Leadership, for a live, online Mastering Strategy Bootcamp focused specifically on the technology, trends, and problems affecting the healthcare industry.

October 17, 2022 – October 28, 2022, 9am-1pm ET

Register

Want to learn more? Click here.





**Mastering Strategy Certification** 

Learn to improve performance for your organization by mastering the complete strategic management process.

Mastering Agile Organizational Design Certification

Construct organizational components and align the design with the

Strategic Foresight and Scenario-Based Planning

Provides a framework for planning in uncertain times by giving organizations a structured way to think about the future.

**Strategic Thinking in the 21st Century** 

Align day-to-day decisions to your organization's strategic direction.







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