

Change, the Only Reality for Excellence and Innovation

PathStone Corporation: Innovation for Excellence / ERAFA, DARI and CWA Conference
San Juan, Puerto Rico - March 30, 2016

Dr. Nolo Martínez and Maya McElrath, copartners of [Nolo Consulting](#) - a minority owned company - have over thirty years of combined experience in the field of leadership, education, family services, social work, and community development. Their common mission is to help each individual professional love what they do.



Dr. Nolo Martínez is the founder and senior consultant for Nolo Consulting, LLC. His areas of professional interest include the study of people's beliefs, attitudes, and values as the foundation to describe and explain organizational culture; integrating work from adult learning and development to plan, implement and evaluate adult education and early childhood education programs; and leadership development in diverse and immigrant communities.

A bilingual adult educator, Nolo has worked for more than 25 years to build bridges between immigrant and diverse populations and existing communities in North Carolina. He uses Discovery Learning's assessments to recognize diverse cultures and leadership styles, thereby building on organizations' collective strengths. This ensures that each organization's cultural diversity remains an asset (and not a barrier) to high performance.

He served as the first Director for Hispanic/Latino Affairs at the N.C. Office of the Governor. During his tenure, he led state efforts to develop Latino leadership and coordinated statewide initiatives to address the needs of the fastest growing Latino state in the United States. Nolo also developed North Carolina's AgrAbility Project to assist farmers, farm workers and their families when affected by disabilities.

He earned his doctorate in adult education from North Carolina State University, as well as a master's degree in economics from Rutgers University and a bachelor's degree in agronomy from the University of Puerto Rico.



Maya McElrath is a private consultant with personal and professional experience in multi-cultural, diversity and socio-economic issues affecting early childhood education programs and the families served.

She has over 13 years of experience in social work settings and program administration. As a former Head Start employee and active participant with the North Carolina Early Childhood Professional Development Regional Action Planning Committee, she is well abreast of the challenges early childhood education programs, their staff and clients face today.

Maya earned a Master's Degree in Social Work from East Carolina University in Greenville, North Carolina and a Bachelor's Degree in Psychology from the University of North Carolina at Chapel Hill. Maya is considering pursuing a PhD in Demography or a related field to complement the extensive data research, collection and analysis that she conducts for clients nationwide.

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Terminal and Instrumental Values (Milton Rokeach)

Terminal Values

A Comfortable Life

a prosperous life

Equality

brotherhood and equal opportunity for all

An Exciting Life

a stimulating, active life

Family Security

taking care of loved ones

Freedom

independence and free choice

Health

physical and mental well-being

Inner Harmony

freedom from inner conflict

Mature Love

sexual and spiritual intimacy

National Security

protection from attack

Pleasure

an enjoyable, leisurely life

Salvation

saved; eternal life

Self-Respect

self-esteem

A Sense of Accomplishment

a lasting contribution

Social Recognition

respect and admiration

True Friendship

close companionship

Wisdom

a mature understanding of life

A World at Peace

a world free of war and conflict

A World of Beauty

beauty of nature and the arts

Instrumental Values

Ambitious

hardworking and aspiring

Broad-minded

open-minded

Capable

competent; effective

Clean

neat and tidy

Courageous

standing up for your beliefs

Forgiving

willing to pardon others

Helpful

working for the welfare of others

Honest

sincere and truthful

Imaginative

daring and creative

Independent

self-reliant; self-sufficient

Intellectual

intelligent and reflective

Logical

consistent; rational

Loving

affectionate and tender

Loyal

faithful to friends or the group

Obedient

dutiful; respectful

Polite

courteous and well-mannered

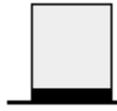
Responsible

dependable and reliable

Self-controlled

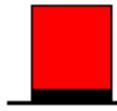
restrained; self-disciplined

Six Thinking Hats (Edward de Bono)



White Hat thinking

This covers **facts, figures, information needs and gaps**. Let's drop the arguments and proposals, and look at the data base."



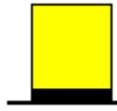
Red Hat thinking

This covers intuition, **feelings and emotions**. Usually feelings and intuition can only be introduced into a discussion if they are supported by logic. The red hat gives full permission to a thinker to put forward his or her feelings on the subject at the moment.



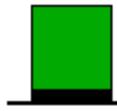
Black Hat thinking

This is the hat of judgment and caution. The black hat is used to point out **why a suggestion does not fit the facts**. The black hat must always be logical.



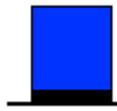
Yellow Hat thinking

This is the **logical positive**. Why something will work and why it will offer benefits. It can be used in looking forward to the results of some proposed action, but can also be used to find something of value in what has already happened.



Green Hat thinking

This is the hat of **creativity**, alternatives, proposals, what is interesting, provocations and changes.



Blue Hat thinking

This is the overview or **process control hat**. It looks not at the subject itself but at the 'thinking' about the subject. "Putting on my blue hat, I feel we should do some more green hat thinking at this point."

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Six Practices of High Impact Non Profits (Leslie R. Crutchfield & Heather McLeod Grant)

1. **They advocate and serve:** Nonprofits tend to do one of two things: advocate for policy or they provide services. High-impact nonprofits do both.
2. **They make markets work:** Great nonprofits harness market forces and see business as an influential partner in creating social impact, not as an adversary to be disdained or ignored.
3. **They inspire evangelists:** High-impact nonprofits create meaningful experiences for individual supporters and convert them into evangelists for the cause.
4. **They nurture nonprofit networks:** High-impact organizations help the competition succeed, building networks of nonprofit allies and devoting time and energy to advancing their common work.
5. **They master the art of adaptation:** Great nonprofits are not only strategic but also highly innovative and adaptive.
6. **They share leadership:** High-impact nonprofits empower others to lead, develop highly engaged boards, and mobilize people outside their organizations in order to be a stronger force for good.

Roadmap to Become Fully Engaged (Jim Loehr & Tony Schwartz)

1. Full engagement requires drawing on four separate but related sources of energy: physical, emotional, mental and spiritual.
2. Learn how to rhythmically spend and renew energy.
3. To build capacity, we must push beyond our normal limits. Stress is not the enemy in our lives. Paradoxically, it is the key to growth.
4. Positive energy rituals