

Leading with Your Heart

- When the leaders emulate recovery values in their actions and attitudes, they reinforce those values and demonstrate how to put recovery principles into action.



Recovery Innovations

A Story of Organizational Transformation

- We changed our mission statement to “creating opportunities and environments that empower people to recover, to succeed in accomplishing their goals, and to reconnect to themselves, others, and meaning and purpose in life.”

Transformation ~ Beyond Change

- We continually asked ourselves “if we are a recovering organization, how would we do this?”

It's About All of Us

- We realize that the seeds of transformation grow from within us so we start paying attention to who we are becoming and how we are being.



The Anatomy of a Recovery Organization

- We identified concepts that reliably reflected recover values.
- We called the concepts “**The Recovery Pathways**”.
- We than created “**Recovery Coaching**” as a process that puts the Recovery Pathways into action.
- The **Pathways** and the **Coaching** model provide us with the “**backbone**” for the recovery principles and practices we use in our programs

The Tipping Point

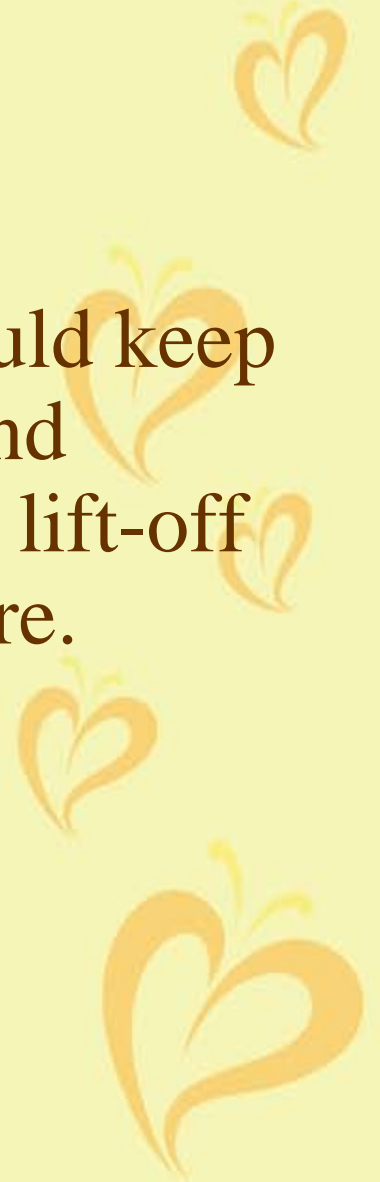
Hiring Peers

- Their courage to look closely at themselves and the things that held them back gave us the courage to do the same thing.



A Big Bang

- We needed a “big bang” that would keep us from being stuck in the past and provide enough momentum for a lift-off into transformation, into the future.



Post-Bang Results

- With the support of our peer employees, we proceeded with the “big bang” and eliminated all seclusion and restraint in our facilities by 2003.



R e c o v e r y



Recovery Innovations, Inc

Supporting **META** Certified Recovery Alternatives

