

RISE-ing Entrepreneurs in Human Services

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**What are the skill needed for
successful business
development?**

Where do these skills come from?

LEADERSHIP



IS KIND OF A BIG DEAL

**ONE DOES NOT NEED A
TITLE
TO LEAD OTHERS**



memegenerator.net

WHAT IF I TOLD YOU

**THAT SHOWING LEADERSHIP
INITIATIVE OFTEN LEADS TO
LEADERSHIP POSITIONS**



makeameme.org

**"We rise
by lifting
others."**

-Robert Ingersoll

**NOT SURE IF I AM A
BAD LEADER**



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**OR EVERYONE ELSE IS JUST A BAD
FOLLOWER**

WE'RE NOT MICROMANAGING YOU



**JUST TELL US EVERYTHING YOU DO IN A DAY, HOW
MANY TIMES YOU DO THEM, AND HOW LONG IT TAKES**

quickmeme.com

Entrepreneur Skill Theory (EST)

- Entrepreneurs are successful to the extent that they have the necessary skills;
- These skills are definable and measurable;
- They include *both* “hard” and “soft” skills;
- Entrepreneurs come to entrepreneurship at different levels of skill;
- Entrepreneurship skills can be developed.

Fortune 500 Companies

- Executives believe:
 - 85 % - consider it important to maximize talent within their organizations
 - 84 % - consider it important to empower employees to grow
 - 77 % - find it important to have employees with collaborative skills
 - 72 % - feel it is important to expand how one thinks and grows as an employee

Fortune 500 Companies

- Executives believe:
 - 37 % - the average number of people at a company they believe can become a top performer
 - 43 % - important to invest resources in leadership

Current Workforce

- 294,080 – child, family, and school social workers
- 110,000 – MH and SA social workers
- 128,200 – MH counselors
- 87,080 – SA and Behavioral counselors

US Bureau of Labor and Statistics – Employment Projections, December, 2015

Projected Growth

- Between 2014 and 2024 it is projected that the service sector component of our economy will add 9.3 million jobs.
 - 3.8 million of those will be added to social service/health care
- Healthcare and Social Services is expected to become the largest employing sector overtaking state/local government and the professional/business sectors

US Bureau of Labor and Statistics – Employment Projections, December, 2015

Challenges Facing Service Providers

- Limited financial resources
 - More competition for philanthropic \$
 - Urgency to generate earned income
- Pressure to increase efficiency
- Difficulty in attracting/retaining talent
- Limited in available time
- Competing priorities
- Lack of common language

Creating a Common Language

- Structured framework for feedback
- Expectations are understood
- Creates a sense of culture
- Elimination of misinterpretations



RISE

The Readiness Inventory for Successful Entrepreneurship (RISE) for Social Entrepreneurship

Thomas Lyons PhD

John Lyons PhD

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What is the RISE?

- A web-based tool for assessing an individual's level of entrepreneurial skill
- Uses the Communimetric approach to assessment (like CANS)
- Measures skills drawn from multiple disciplines
- Assesses 33 skills across four skill dimensions

Concepts From Behavioral Health

- Benefit of having fundamental CANS knowledge (scoring is more cumulative)
- Shared decision making
- Process of getting acclimated to RISE is often an exploration in self-awareness
- Address performance that would normally be ignored
- Change over time reporting to help identify progress



readiness inventory for successful entrepreneurship

Readiness Inventory for Successful Entrepreneurship

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COMMERCIAL ENTREPRENEURS EVALUATION

Date Form Completed:

TRANSFORMATION MANAGEMENT SKILLS

	0	1	2	3	
Leadership ?	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Problem Solving ?	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	
Persistence /Relentlessness ?	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	
Passion ?	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Flexibility ?	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	
Knowledge ?	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Creativity ?	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	
Innovation ?	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Resiliency ?	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Resourceful ?	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	
Self Awareness ?	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	

RELATIONSHIP MANAGEMENT SKILLS

	0	1	2	3	
Accountability ?	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	
Networking Capacity ?	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Leveraging Existing Partnerships ?	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	

QUESTIONS AND ANSWERS