

# REGION VII HEAD START ASSOCIATION (R7HSA)

# INTENSIVE TRAINING SESSION (ITS)

## THE CLIFF EFFECT: A SPECTRUM OF RISK

February 28, 2023

While the Office of Head Start (OHS) is continuing to identify and work to avoid a situation where grantees/recipients can't spend down all of their additional one-time dollars, this session is designed to address a whole different challenge... situations where grantees could face dire consequences tied to losing the extra dollars.

It is anticipated that every agency may face some difficulties in adapting to normal levels of funding, some could face even more dire consequences as a result of:

- Spending dollars on unallowable purchases
- Making fiscal decisions that cannot be explained to auditors, resulting in questioned costs or potential audit findings
- Allocating temporary dollars on permanent ongoing expenses, such as raising wages and salaries with temporary dollars, with no viable plan in place to reduce increased levels of compensation when temporary dollars are no longer available

This session is designed to help program leadership anticipate unique challenges their program may encounter and proactively plan to overcome those challenges. The "Good News" is there is still time for many solutions to be put in place if this reality is treated with a sense of urgency.

### SESSION HIGHLIGHTS:

9:00	Welcome/Introductions/Overview of our Time Together What is the Cliff Effect? <ul style="list-style-type: none"><li>• Identifying the threats and opportunities</li><li>• Risk-Assessment-Self</li><li>• Identifying the Key Challenges That you Face</li></ul>
10:15	Break
10:30	How Will We Address Each of the Challenges That We Face <ul style="list-style-type: none"><li>• Strategies Available</li><li>• Deepen Your Creativity</li><li>• Invest in Preparing the Phase-down</li></ul>
11:15	Break Out Group Activity <ul style="list-style-type: none"><li>• Creative Approaches</li><li>• Focus, Focus, Focus</li></ul>
11:45	Developing a Menu of Options
12:15-12:30	Moving Toward Our Ideal Future

### SESSION PRESENTER:

DR. TIMOTHY (TIM) NOLAN is in his 55th year as a Head Start Executive Director serving National Centers for Learning Excellence, Inc. Tim is known across the Head Start world for his work on Compassionate Partnering™. Having served as a consultant for over 52 years, his Applied Strategic Planning™ model has been used by thousands of organizations, including well over 470 Head Start agencies.

Dr. Nolan, author of 47 books as well as numerous articles and resources, is currently writing two new books, Innovation Excellence and Creating Impactful Innovators, which will be released in the near future. He has been passionately involved in advocacy for 40+ years, trained more than 3,100 consultants and has provided Executive Coaching to CEOs and Executive Directors across 36 different industries.

Dr. Nolan holds numerous degrees including a BS and a MS in Psychology from the University of Wisconsin Milwaukee, a Masters in Human Resource Development (MHRD) from University Associates and a Ph.D. in Clinical Psychology from Marquette University.



Region VII Head Start Association  
IOWA | KANSAS | MISSOURI | NEBRASKA

312 SW Greenwich Dr., Ste. 105, Lee's Summit, MO 64082  
**(816)718-2260** [www.R7HSA.com](http://www.R7HSA.com)