

strong
field
project

to end
domestic
violence

Best Practices for Cultivating Emerging Leaders

Thursday August 8th 2013 10 – 11:30 am

Logistics

- Interactive experience
- Having technical issues? Press 5 - Please be patient.
- Resources, slides, and audio recording available online - Monday 8/12
- Please complete evaluation, emailed shortly after!

Using maestro

The screenshot displays a web browser window with the URL `screenshare.maestroconference.com/id=11385238&name=Meredith+Grey&email=&sid=DRxqMt4WsruTDnrdvT4xyJuFI466717&view_only=Y&password=1ba5a2d6d841e485&fclier`. The browser window has a green circle around the address bar and a green arrow pointing left. Below the browser, there are buttons for 'Actual Size', 'Chat', 'Switch To Interactive Meeting' (circled in red), and 'Exit Meeting'. The main content area shows a slide titled 'about the strong field project' with a bulleted list of project details. A green arrow points from the slide to a chat window on the right. The chat window contains a message from Meredith Grey and a response from the host. A green circle highlights the 'TO:' dropdown menu in the chat window, which is currently set to 'Host Only' and has a list of options: 'All', 'Host Only', 'Presenter Only', and 'Host'. The 'Send' button is also visible. At the bottom of the slide, there is a red banner with white text: 'Jemmott Rollins Group, in collaboration with the California Partnership to End Domestic Violence, provides the network-building components of Blue Shield of California Foundation's Strong Field Project'. The Windows taskbar at the bottom shows the time as 12:34 PM on 10/16/2012.

about the strong field project

- A four-year project of Blue Shield of California Foundation (BSCF), started in 2010.
- To build a strong, coordinated network of domestic violence service providers in California.
- The Strong Field Project will develop:
 - Individual leadership skills,
 - Stronger organizations, and
 - Networking and knowledge-sharing opportunities.
- Collaborators include California Partnership to End Domestic Violence, CompassPoint Nonprofit Services, Jemmott Rollins Group, and Women's Foundation of California.

Jemmott Rollins Group, in collaboration with the California Partnership to End Domestic Violence, provides the network-building components of Blue Shield of California Foundation's Strong Field Project

Presenters



Emma Owens
Client Services Coordinator
The Center for Violence-
Free Relationships



Jill Zawisza
Director of Program
Services
WOMAN Inc.



Adriana Caldera
Director DV Department
YMCA Silicon Valley

Webinar Objectives

- Explore what emerging leaders are looking for in a DV career and how to connect them to the movement for the long term
- Highlight best practices around shared leadership models that create more space for emerging leaders to get experience and develop skills.
- Identify skills and readiness benchmarks for emerging leaders to step into more senior leadership positions

Polling

Who's on the call ...??

- 1. Press 1 if you are an Executive Director, a Director of Programs or other director at your agency
-
- 2. Press 2 if you are a manager, supervisor or coordinator who oversees a staff team or advocates
-
- 3. Press 3 if you are an advocate, front-line worker, admin support that does not require formal supervision of other staff

A Framework for Understanding Leadership

A brief 10 minute version

What is leadership?

- "A process of engaging others to move forward an organizational or community agenda, rather than a position of authority." – CompassPoint's definition
- Isn't it about positional power... everyone can be a leader



Leadership Wherever You Are

Positional Leader



Situational Leader



Heroic Leadership vs. Shared Leadership

- Heroic Leaders tend to make decisions in a vacuum and dictate the direction of the agency
- Shared Leadership works toward consensus building. Everyone has a voice.



Our Emerging Leadership Stories

8 minute stories

Emma Owens' Story



- Key Elements:
 - Opportunity to restructure agency to work in strengths
 - Move agency culture to support learning and evaluation

Adriana Caldera's Story



- Key Elements:
 - Struggle with expectation of heroic leadership
 - Finding balance in leadership role

Jill Zawisza's Story



- Key Elements:
 - Need to recognize positional power
 - Finding own way to operate in positional leadership role
 - Getting comfortable with Adaptive Leadership

Small Group Breakout Sessions

Small group discussion instructions

- Random groups of 3-4
- 7 minutes to discuss with a 1 minute warning
- Introduce yourselves & choose **a discussion facilitator** and **a reporter**
 - First name closest to A? – facilitator, to lead small-group discussion
 - First name closest to Z? – reporter, to share group 'headline'
- Presenters may listen, not recorded
- Press '5' if you have technical issues!

How does your agency build opportunities for situational leadership?

- Questions for people NOT in positional leadership.
 - What opportunities have you had to be a leader?
 - What opportunities would you like to have? What would you like to be able to do?
- Questions for people IN positional leadership.
 - How are you building new leaders through situational leadership?
 - What other ways could you build situational leadership?

*Press '5' for technical assistance

7 minute small group discussion and then a 5 minute debrief

Report Back

- Reporters: Please press '1' to raise your hand & share group headlines
 - Also feel free to chat to 'All' highlights from your group

How can the DV field empower emerging leaders?

- Questions to consider in break out session:
 - Does the field help empower people into leadership roles?
 - How can the founders of the movement empower emerging leaders?

7 minute small group discussion and then a 5 minute debrief

Report Back

- Reporters: Please press '1' to raise your hand & share group headlines
 - Also feel free to chat to 'All' highlights from your group

Tips to Aid Emerging Leaders

Highlights from the Handout:

- Talk about career goals
- Use coaching
- Find a personal / professional balance
- Build development into your work

What are your biggest takeaways?

Chat / Raised Hand Discussion (Press 1 to raise your hand) – 10 minutes

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Thank You!

Presenter contact information and additional resources sent via email shortly with evaluation!

Webinar slides and audio available online 8/12 at
strongfieldproject.org

Please evaluate this webinar! <https://www.research.net/s/FKKMDQX>