#### strong field project violence

## Best Practices for Cultivating Emerging Leaders

Thursday August 8<sup>th</sup> 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

#### about the strong field project

• A four-year project of Blue Shield of California Foundation (BSCF), started in 2010.

screenshare.naestroconference com/id=11385238&name=Meredith+Grey&email=&sid=DRxqMt4WsruTDnrdvT4xyJuFI466717&view\_only=Y8

- 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

EN 🔺 📄 🍽 🕪 📶 12:34 PM 10/16/2012

Meredith Grev To Host

TO: Host Only

Great slide!

Host To All:

assistance...

Host Only

Presenter Only

•

ΔII

Host

Exit Meeting

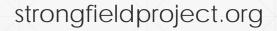
Send

41e485&fclier5.7

sword=1ba5a20

Please press 5 on your phone keypad if you'd like technical

Switch To Interactive Meeting



MCScreen

Actual Si

🚱 💿

C

Chat

#### **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

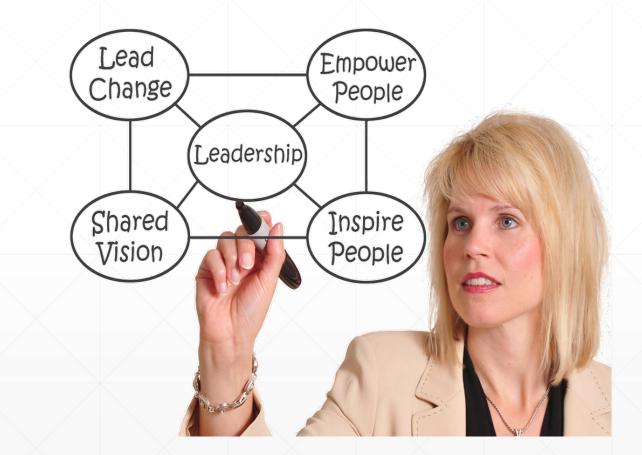
 3. Press 3 if you are an advocate, front-line worker, admin support that does not require formal supervision of other staff

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

#### strong field project violence

## **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! <u>https://www.research.net/s/FKKMDQX</u>