

strong
field
project | to end
domestic
violence

Shared Leadership in Action

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July 18, 2013

Logistics

- Interactive experience
- Having technical issues? Press 5 - Please be patient.
- Resources, slides, and audio recording available online - Monday 7/22
- Please complete evaluation, emailed shortly after!

Using maestro

The screenshot shows a web browser window with the URL `screenshare.maestroconference.com/id=11385238&name=Meredith+Grey&email=&sid=DRxqMt4WsrUTDnrdvT4xyJuF1466717&view_only=Y&...&word=1ba5a2dfe341e485&fclier`. The browser window has a green circle around the address bar and a green arrow pointing left. The main content area displays a slide titled "about the strong field project" with a bulleted list of project details. A green arrow points from the slide to the chat window. The chat window shows a message from Meredith Grey to the host and a dropdown menu for selecting recipients, with a green circle around the dropdown. The chat window also has a red circle around the "Switch To Interactive Meeting" button. The system tray at the bottom shows the time as 12:46 PM on 10/16/2012.

Actual Size Chat

Switch To Interactive Meeting Exit Meeting

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

Chat

Meredith Grey To Host :
Great slide!

Host To All:
Please press 5 on your phone keypad if you'd like technical assistance...

TO: Host Only

- All
- Host Only
- Presenter Only
- Host

Send

12:46 PM
10/16/2012

Objectives

- Compare shared leadership models and how mission, constituency, and time shape models of shared leadership
- Share why organizations may choose shared leadership as an operating model to advance their DV work
- Discuss initial steps toward development and implementation of shared leadership models

Question #1-Shared Leadership

1 = At my Agency we are using a shared leadership model.

2 = My Agency actively is exploring a shared leadership model.

3 = My Agency is interested in learning more about a shared leadership model.

4 = I have never heard about shared leadership.

*Use your telephone keypad to respond.

Question #2-Strengths-based leadership

1 = At my Agency our organizational culture is strengths-based.

2 = We use a different model for our organizational culture.

3 = I have never heard of strengths-based.

4 = We do something completely different.

*Use your telephone keypad to respond.



Stacy Umezu

Programs Co-Director and

Member of the Support &
Accountability Team

Where We Began

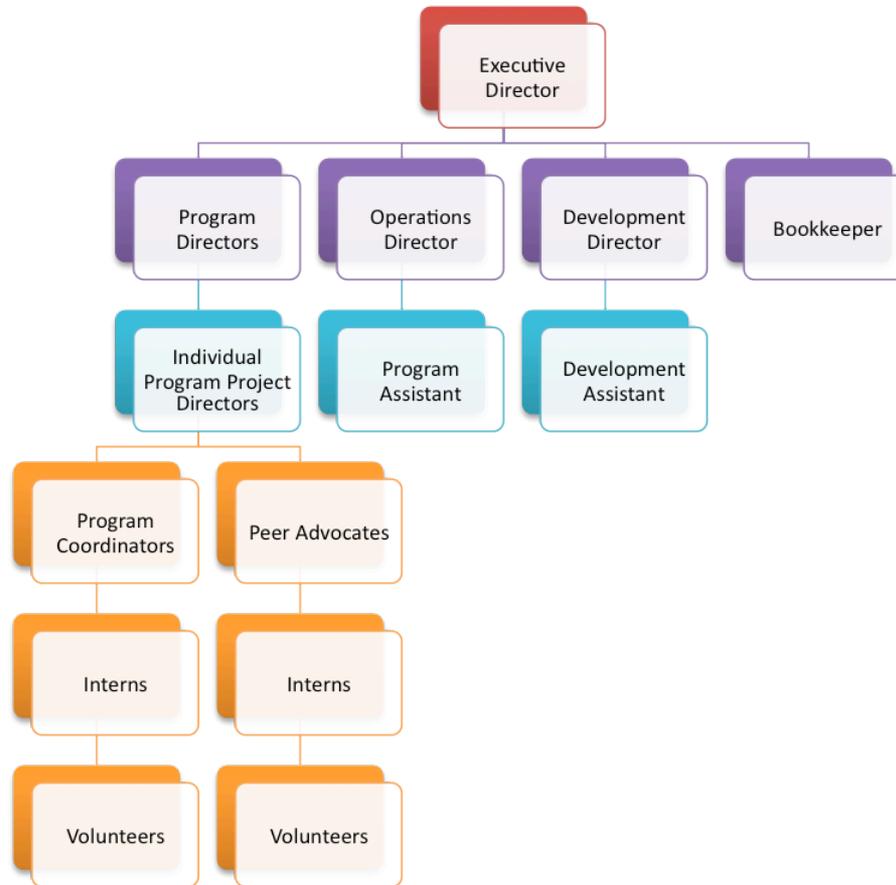
1979: Murder of Harvey Milk and Mayor Moscone;
culture of frequent police raids on LGBT bars.

1984: CUAUV starts working on DV in LGBTQ
communities.

STOP ATTACKS
ON LESBIANS & GAYS



A traditional hierarchy



With all its Limitations

Reflected **hierarchies of power** in the larger world

Created **silos and isolation** at all levels of the organization

Decision-making about programs **led by administrative staff**

Programs **driven by funding priorities**

Audience Question

Have you ever experienced any of these limitations?

Hierarchies of power, silos and isolation, led by admin staff, work driven by funding

1 = YES

2 = NO

3 = Not Sure

*Use your telephone keypad to respond.

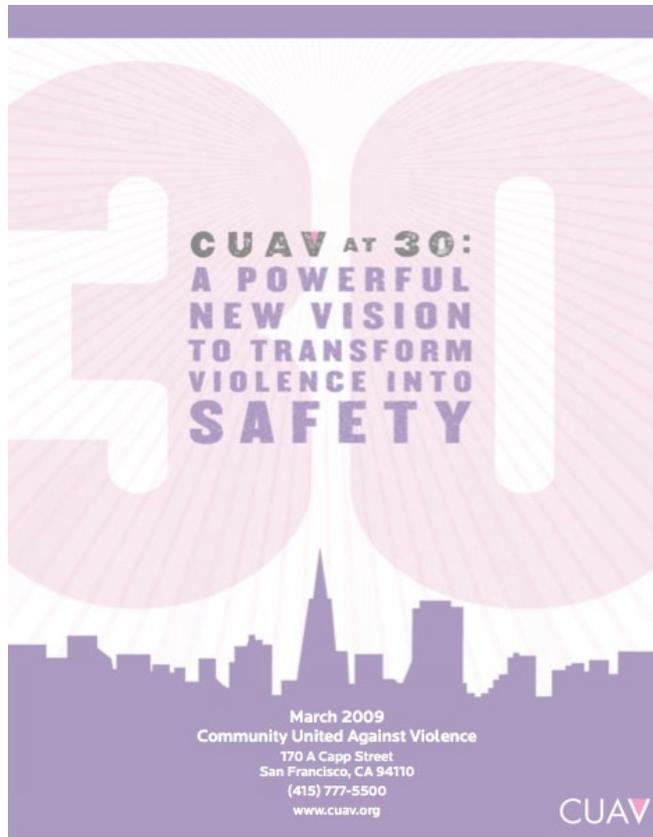
Facing our “Saturn Returns”

2000's: Economic recession, changing political climate, the gutting of safety net programs

2009: Gov. Schwarzenegger vetoes DV funding in CA



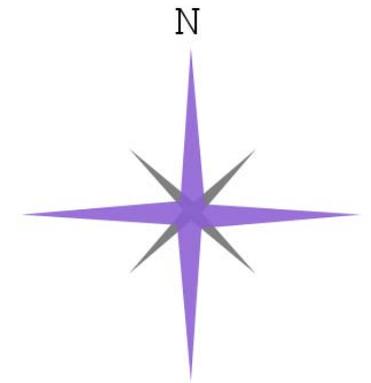
A Powerful New Vision



“We seek to center communities with the least resources who are impacted by multiple forms of violence in all areas of our work.”

Our values:

- Liberation
- Healing
- Transformativ
- Mutual Safety
- Community
- Leadership



Audience Question

Does your organization have institutionalized practices to help support individual healing and transformation?

1 = YES

2 = NO

3 = Not Sure

*Use your telephone keypad to respond.

Shared Leadership Model

Our mission: to build the power of LGBTQ communities to create cycles of safety and liberation

We wanted to find a structure that would **help us build our muscle in exercising collective power.**



Where We Landed



Increasing levels of support and decreasing levels of responsibility

Levels of Decisions

Leaves – what color paper to print a flyer on

Branches – whether to attend an action for a campaign we've already signed on to

Trunk – hiring or firing someone



Director level staff make all levels of decisions **after 6-month evaluation** process.
Wellness Organizer level staff make all levels of decisions **after 1-year evaluation** process.

Our Gradients of Agreement

Strongly agree,
No
Reservations

Neutral or
Stand aside

Block. This proposal
cannot go forward.

1

2

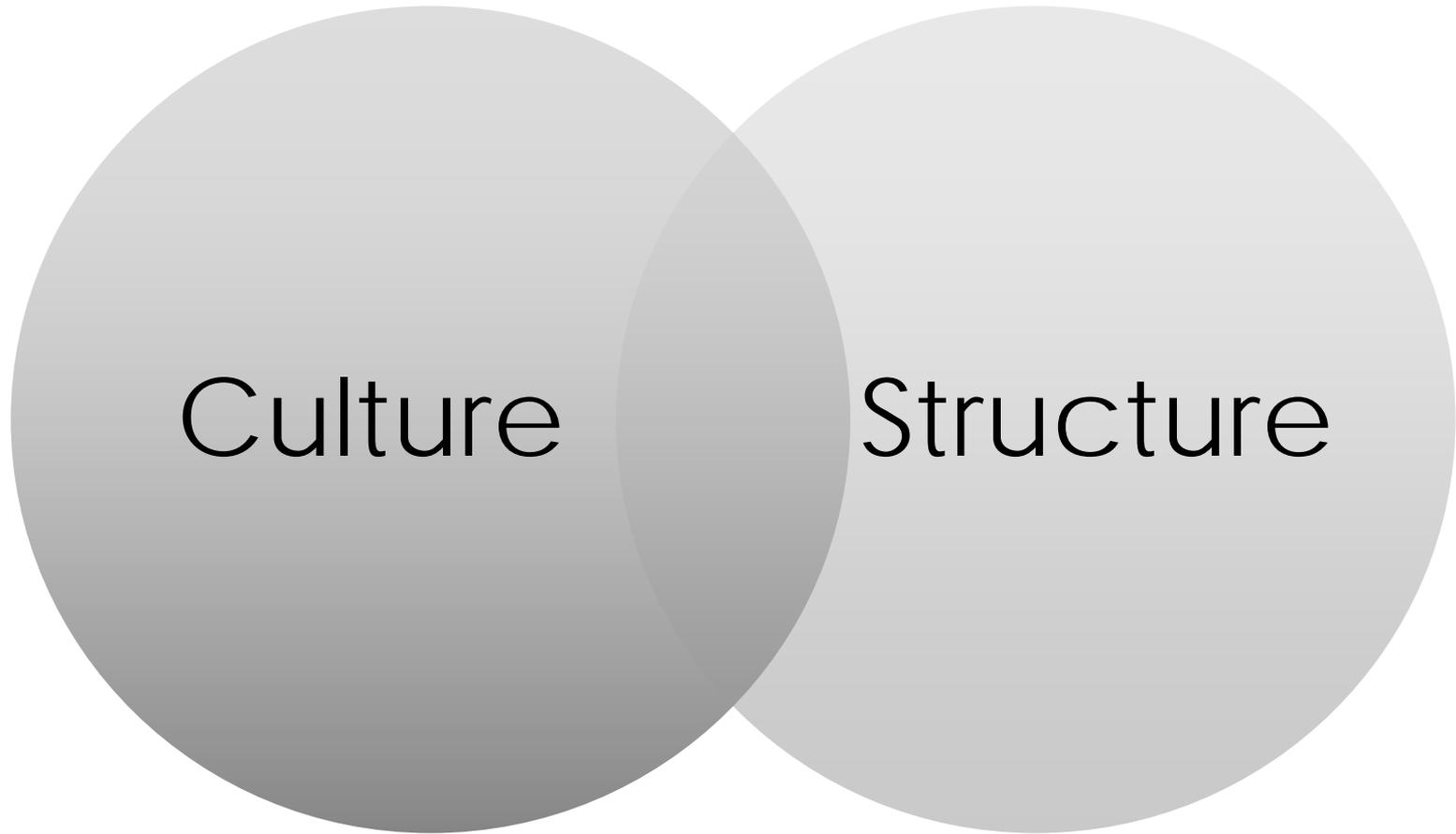
3

4

5

To go into effect, a proposal must obtain **modified consensus**, meaning the majority of folks vote 1-2, with nothing below a 3.

Sharing Leadership





Laura Sunday, Community Services Director

Heather Carter, Direct Services Director

Deanna Roller, Fiscal Director

Our Mission

The Center for a Non Violent Community actively supports the right of all people to live their lives free from interpersonal violence. We foster healthy relationships with self, partners, family and peers. We value the feminist principals of self empowerment over self-desertion and of shared decision-making over dominance. We are ardently dedicated to building community which is interdependent, collaborative, respectful of diversity, and supportive of peaceful solutions to conflict.



Enlightenment is a journey in
the now, not a destination on
the horizon.

© alice fb/wonderlandsteatray

Who we were...



Why Change?



Why Change?

Because...

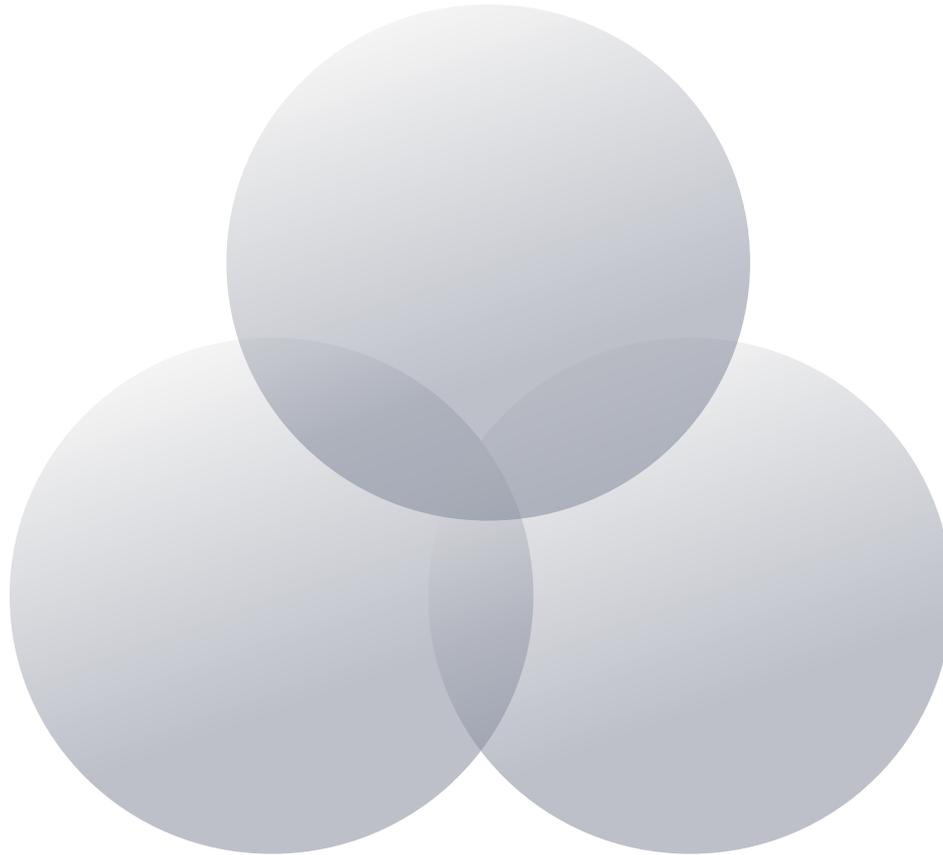
No individual is likely to embody all of the needed and critical capabilities.

The very nature of business organization whether it be merged, allied, outsourced or virtual is beginning to dictate shared leadership as the operating model.

In the future, there will be fewer all knowing CEOs instead their leadership will be widely shared in executive teams.

-excerpt from Marshall Goldsmith, Coaching Guru.

Shared Leadership philosophy





Stacy Umezu

Programs Co-Director and

Member of the Support &
Accountability Team

Shared Power, Shared Decision-Making

Positional power vs. relational power

- **Positional power** is the assumed authority or influence a person holds over others by virtue of the title of his or her *position*
- **Relational power** is the power a person holds based on their access to specialized knowledge, access to resources or people, or other personal qualities unique to them

Embodied norms of competition and **scarcity** vs. Growing muscles of cooperation and **abundance**



"Better let me lead off the presentation."

Audience Question

Which statement best represents the culture at your organization?

1 = There's a general air of scarcity

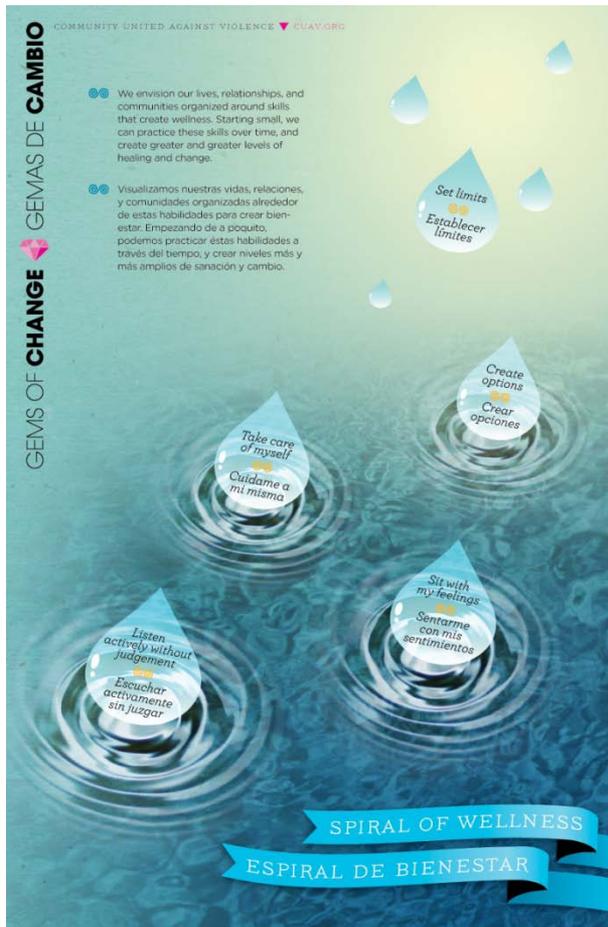
2 = There's a general air of abundance

3 = I've seen both at different moments

4 = I'm not sure

*Use your telephone keypad to respond.

Finding our Center

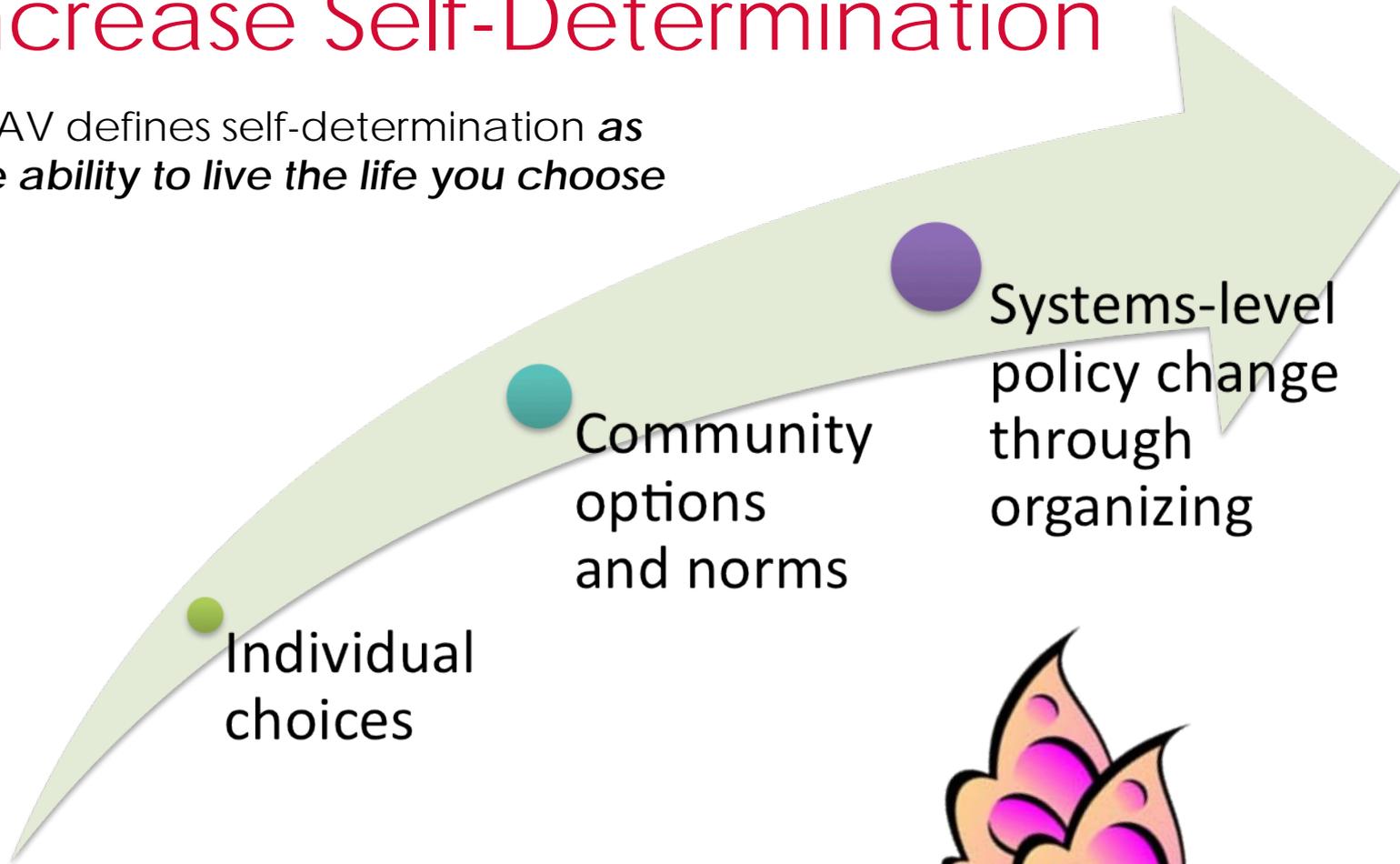


We center everything we do around our key spirals of Wellness:

- Listen actively without judgment
- Sit with my feelings
- Take care of myself
- Create options
- Set limits

Increase Self-Determination

CUAV defines self-determination as
the ability to live the life you choose



Building Blocks of Our Shared Leadership Structure

Affirm strengths and what people have already done; build from there

Meet people where they are

Support self-determination

Connect personal experiences of violence to political histories of violence and oppression

Integrate wellness, culture change, and organizing approaches

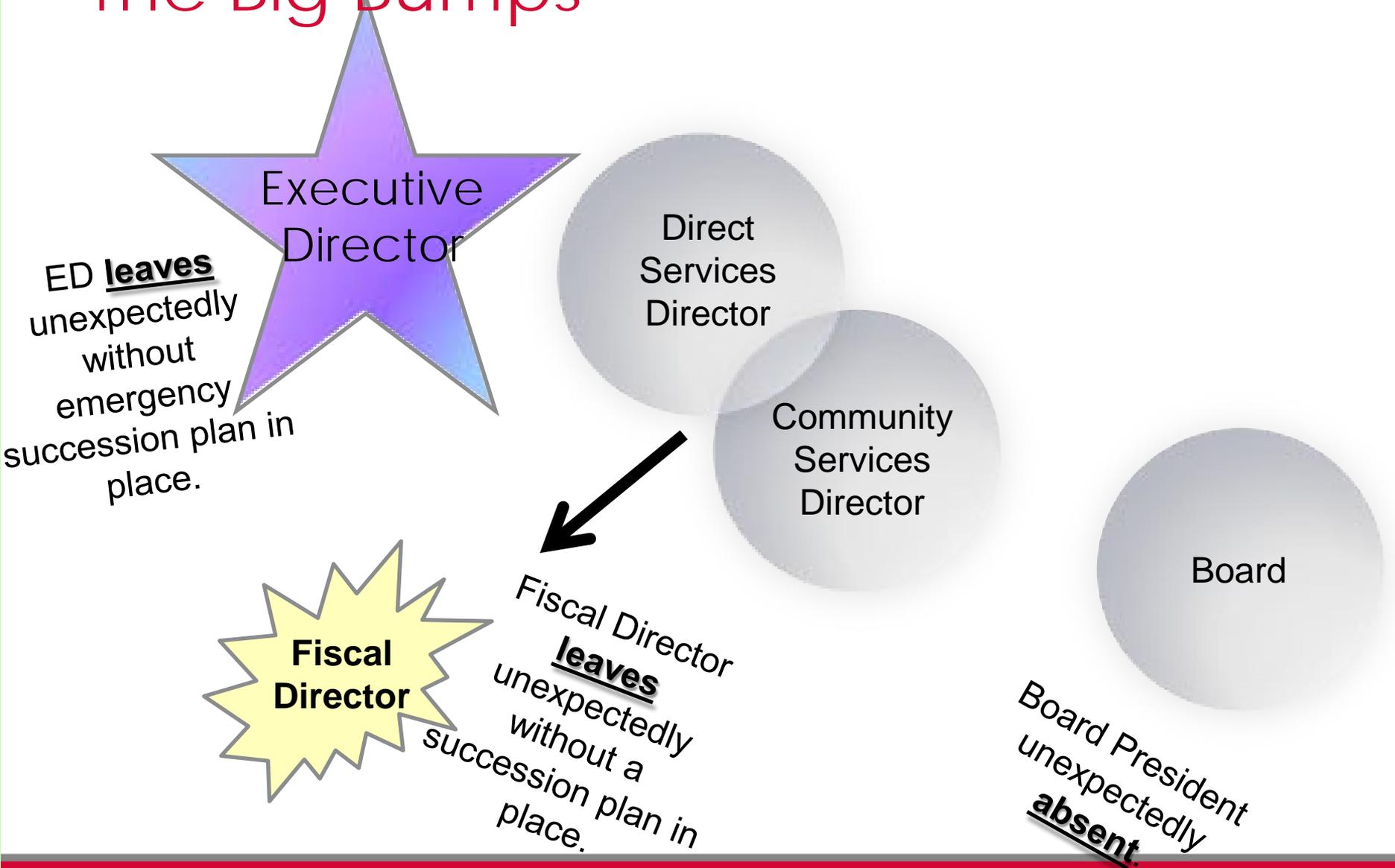


Laura Sunday, Community Services Director

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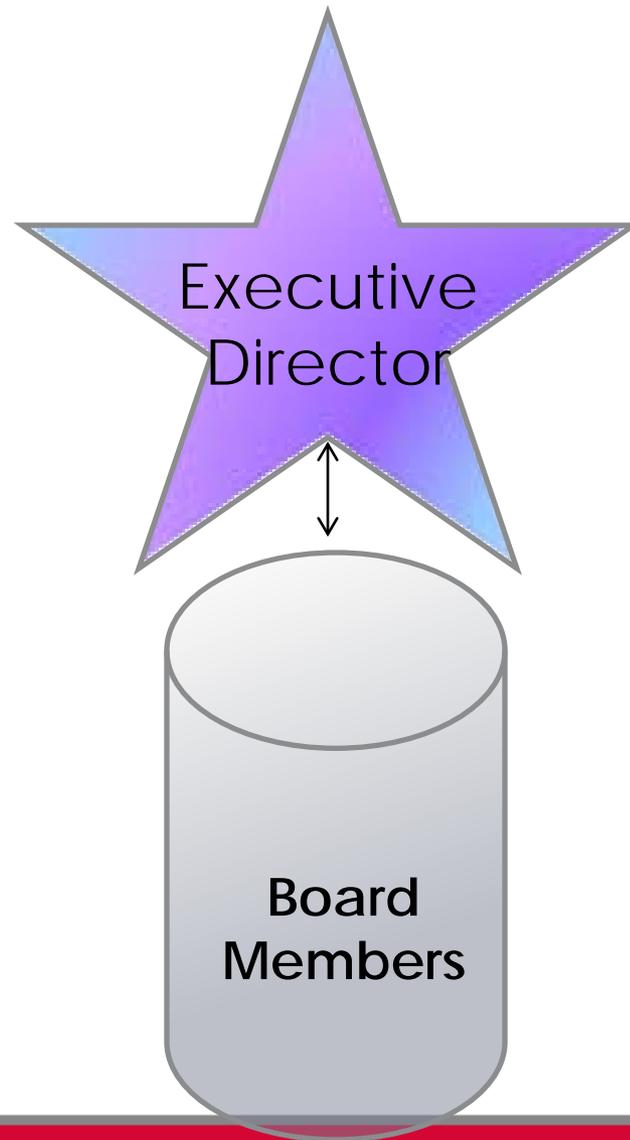
The Big Bumps

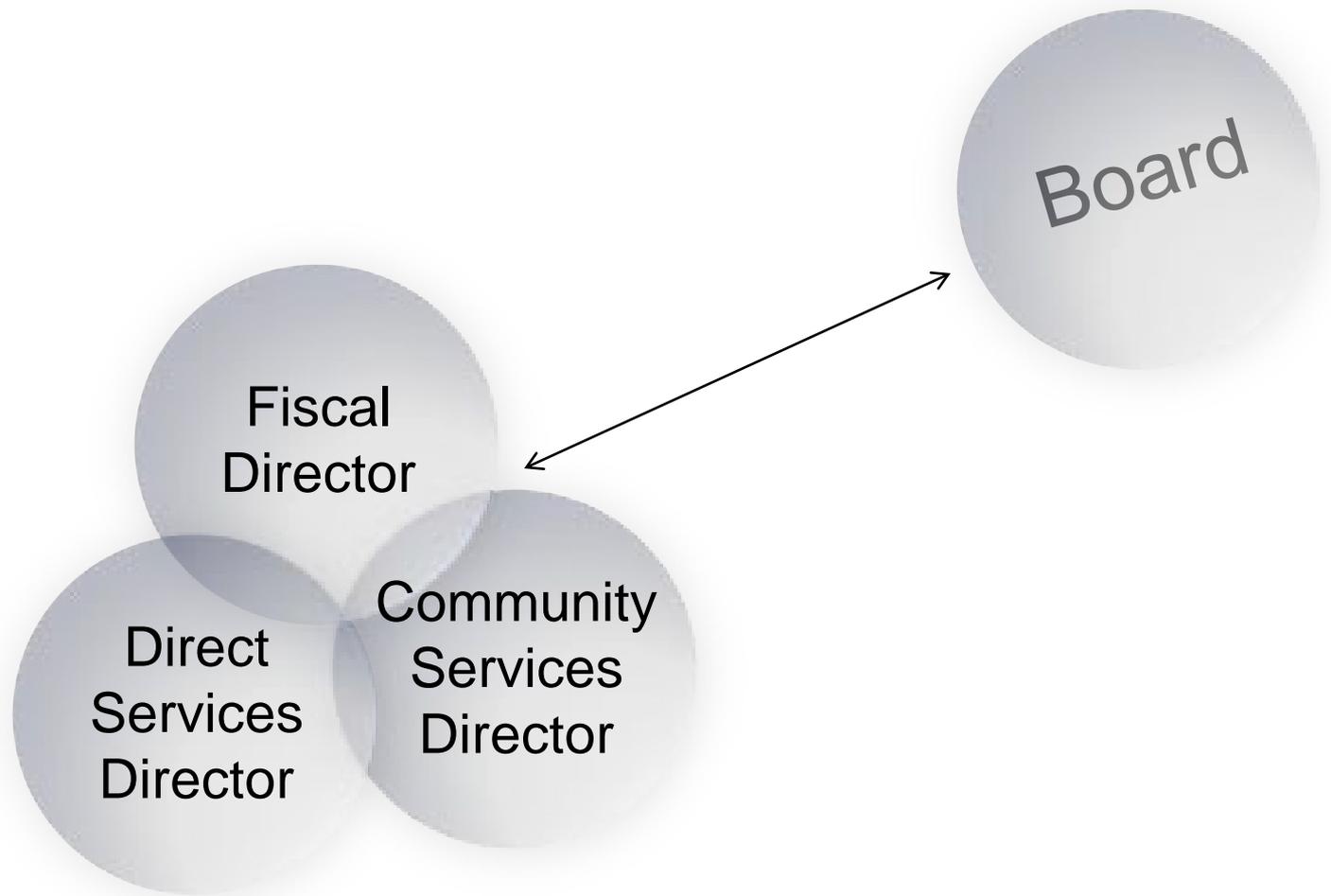


The Right Fit



How our Board changed





A word about succession planning...



Small group discussion instructions

- Random groups of 4-5
- Introduce yourselves & choose a group facilitator/reporter
 - Your choice to exchange contact information
- 20 minutes of discussion with 2 minute wrap-up warning
- Presenters may listen, not recorded

Discussion groups questions

What is your organizational philosophy around leadership?

How is leadership distributed through your current model?

What, if any, shared leadership practices would you be interested in exploring?

Press '5' if you have technical issues

Report Outs

Reporters share highlights from group sessions!

*Press 1 to raise your hand, and we'll call on you 😊





Stacy Umezu

Programs Co-Director and

Member of the Support &
Accountability Team

Values of Our Shared Leadership Approach

Help the **people who are here right now do their best work** in supporting our base of members in this current moment

Share power by creating a **culture of honesty and support**

Acknowledge differences in experience while **affirming everyone's wisdom**

Celebrate our mistakes and be willing to change

Additional Resources

CUAV's Shared Leadership Model case study

<http://www.strongfieldproject.org/resources/osg-case-study-organizational-transformation-community-united-against-violence-cuav>

Data Center:

<http://www.datacenter.org/who-we-are/our-mission-and-vision/shared-leadership/>

Leadership Learning Collaborative:

<http://leadershiplearning.org/>

*to be posted on strongfieldproject.org



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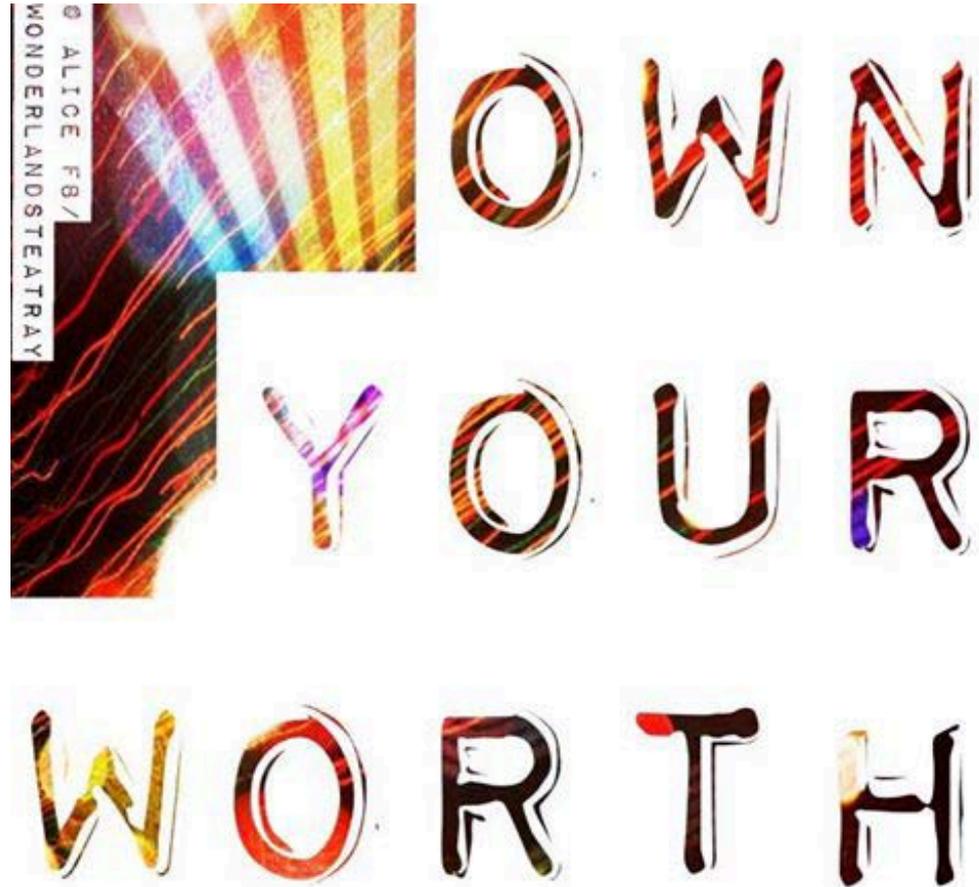
Where we are going next!

- Tending to our Culture
- Succession planning



Embracing our Values

Compassion
Empowerment
Teamwork
Courage
Integrity
Creativity



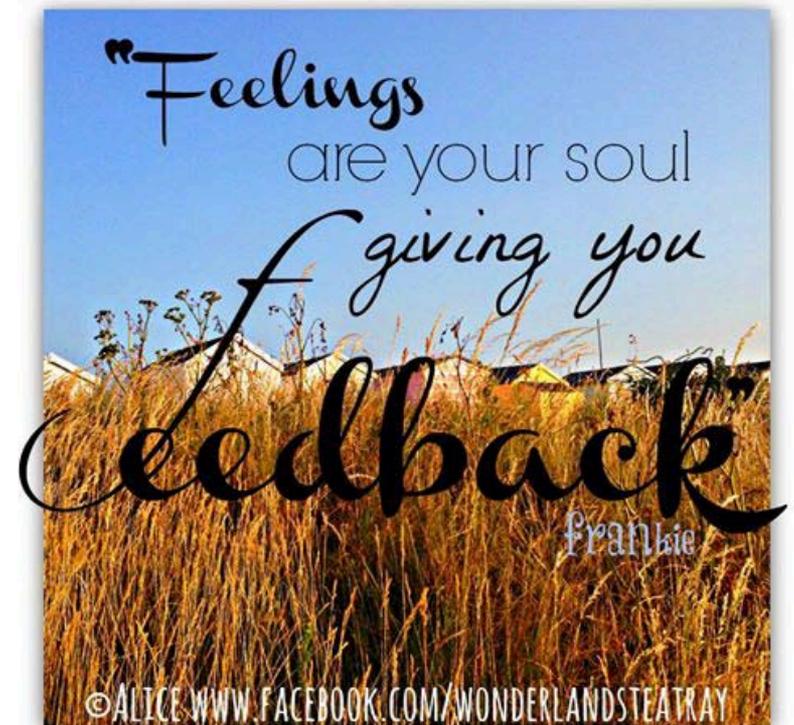
Tending to our Culture

Growing strong leaders

Strengths-based Leadership training

Non Violence Communication Skills

Trauma Stewardship

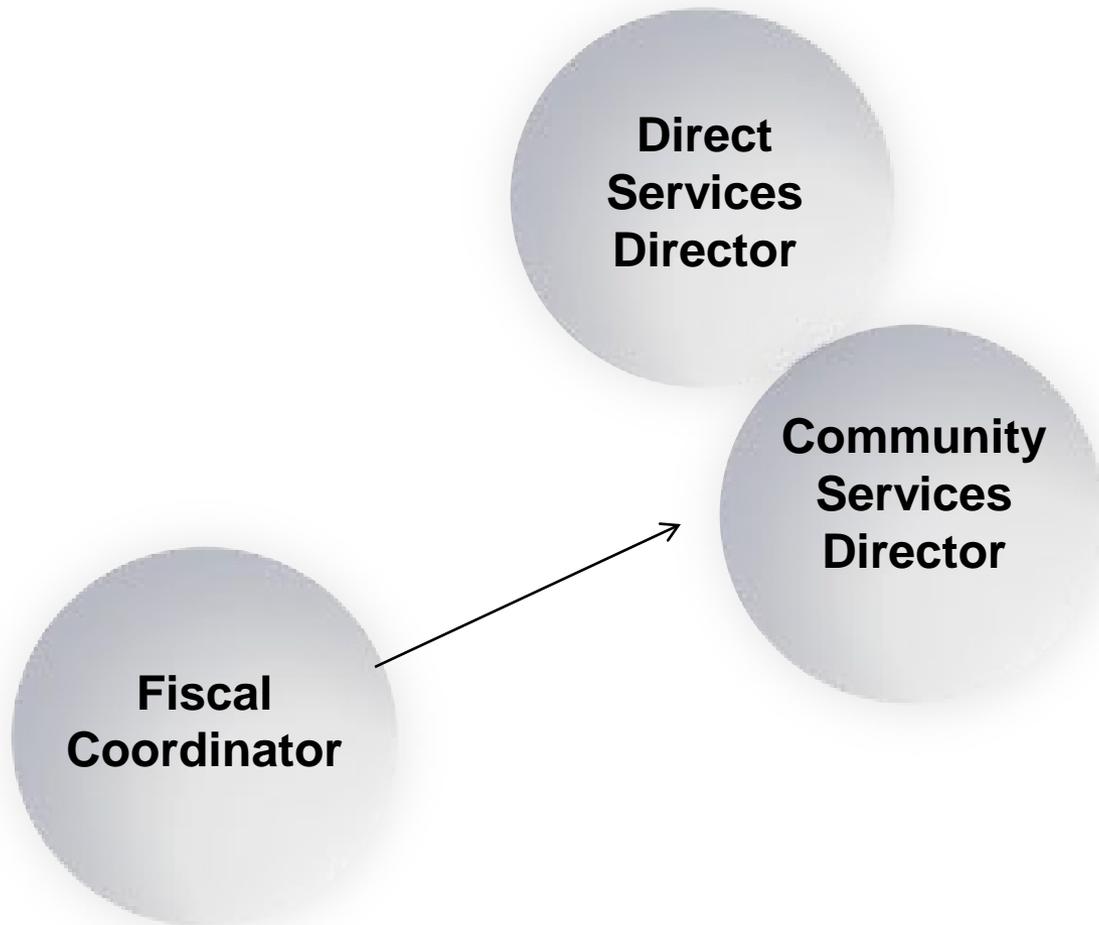


Now what happens when someone leaves?

We celebrate and implement our succession plan



Our new integration plan





**Shared Leadership in
Action**

CALLY FLOOR & INST
53-1027

C N V S

Resources for creating Strengths- based Organization

Brene Brown: <http://www.brenebrown.com/>

- Connections: a 12-week Psychoeducational Shame –Resilience curriculum appropriate for staff and clients
- The Gifts of Imperfection
- The Power of Vulnerability

Non Violent Communication Skills www.cnvc.org/

Strengths-based Organization

- Strengths Finder 2.0 (Assessment), Tom Rath
- Strengths Based Leadership, Tom Rath and Barry Conchie
- www.tmbc.com The Marcus Buckingham Company
- The Trombone Player Wanted DVD series
<http://www.strongfieldproject.org/resources/increasing-organizational-inclusion-cultural-competency>

www.traumastewardshipinstitute.com

- Trauma Stewardship, by Laura van Dernoot



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thank you!

Evaluate this webinar: <https://www.research.net/s/Z5F6T7L>