

NEW

Leadership Development Program: Recruitment, Retention, & Culture Change

Investing in staff is crucial to employee satisfaction and retention. The Leadership Development Program is a 14-week, professional development program wherein staff from across the organization will explore values, practices, and behaviors of leadership as they apply to their professional role. This package empowers organizations to develop and mold emerging leaders in every pocket of their agency, promoting equity and belonging in alignment with agency values and vision.

Module 1

Self-Leadership



Learning Objectives:

Identify personal areas of strength and comfort as a leader and determine areas for continued growth and development.

Explore how one's lived experience informs their approach to leading as well as how they relate to leaders.

Topics Covered:

- Emotional intelligence
- Personal values
- Self-reflection & self-awareness
- Power, privilege and leadership

Module 2

How We Lead



Learning Objectives:

Explore leadership theories, values, and behaviors that center belonging and equity.

Analyze ways in which our identities impact our relationship with leadership and inform our orientation towards power and hierarchy.

Topics Covered:

- Personal leadership mission statement
- Relationship to feedback
- Cultural humility and cultural dimensions
- Creating belonging in the workplace

Module 3

Leading Others



Learning Objectives:

Develop confidence leading through dynamic and challenging situations-- amidst change and conflict situations.

Examine sustainability and trauma stewardship principles in helping professions to build healthy self-care techniques.

Topics Covered:

- Conflict transformation
- Trauma Stewardship
- Leading through change
- Conscious leadership commitments
- Vision for leadership

NEW

Leadership Development Program: Recruitment, Retention, & Culture Change

The program includes classroom learning, independent learning, and practical application, fostering a dynamic and individualized experience for each cohort.

Eight Live Sessions

- Six sessions of live cohort meetings, each session is 4 hours
- Plus, an orientation and graduation celebration meeting
- Each session has hands-on activities, groupwork, and individual reflection

Evaluation and Impact

- Evaluation templates are provided, for LDP participants and their managers, that detail individual growth and development in leadership competencies.

Optional Affinity Groups

- Participants can join small reflective circles after sessions on culture and identity
- Affinity groups are structured based on the preferences of the learners and the unique make-up of the group

Cultivated Learning Menu's

- Each session has curated independent learning resources ranging from articles, videos, podcasts, and blogs that relate to each session's core topics
- Independent learning between live sessions strengthens participants

Group Project

- Small groups work together on a shared project through the 14-week course
- Each group presents their findings at the graduation ceremony

Train The Trainer Model includes:



- Building organizational buy-in
- Consultation on program elements, such as the application process, selection process, and manager engagement
- Facilitation for the inaugural cohort of learners
- Detailed curricula and facilitator guides and agendas
- Program evaluation and impact reporting