Investing In The Leaders of Tomorrow: Challenges and Opportunities

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Article after article in business literature about the need for building the next generation of leaders.

* Seems to be a national crisis, as it effects both the For Profit world and the Non-Profit World

* Sampling of a quick search
13 Reasons Why You Need To Develop Everyone’s Leadership Skills

INC.Com 4/18/2017, Gordon Tredgold

- Creates a consciously defined leadership model
- Clear statement of intent to create a consistent leadership culture
- Allows teams to hold us accountable for living the model
- It shows the organization we value them and want to invest in them
- It helps people become more self-reliant
- Leadership Model extends further into organization

- Creates great team spirit
- Drives significant performance improvements
- Important undertaking, ROI is substantial
- Leadership understands the importance of leadership
- Common language and common approach/All moving in same direction
- Burden is shared among all
Center For Creative Leadership
4 Reasons To Invest In Leadership Development

Strong evidence shows that investments in leadership development:

- Improve Bottom-Line Financial Performance
- Attract, Develop, and Retain Talent
- Drive Strategy Execution
- Increase Success in Navigating Change
Practice Challenges

* Lack of formal training
* Never enough time
* Short on funding and resources
* Weak supervisory relationships
Quality Supervision

**Instead of:**

- Task Oriented
- Correcting Mistakes
- Deficit based
- Spending all time on clients

**Try this:**

- Goal Focused
- Teach and train
- Combine addressing concerns and growing strengths
- Balance time between clients and supervisee
Mentorship

- Mentorship vs Supervision
- How to find a mentor
- How to be a mentor
Sponsorship

* Are you opening doors and allowing others to be in the room?

* Are you providing the opportunity for someone to have a seat at the “table” who may not be there?
Other Ways You Can Grow Leaders

* Cross sector collaborative, shared resources for training
* Creating your own internal leadership academy
* Creating an emerging leaders program
* Add leadership development to existing training programs
Adding Leadership Development to Existing Programs
ex. Internship Training Program or New Employee Orientation

Benefits:
- Time is already dedicated
- Low cost
- Planned agenda
- New social worker enthusiasm

* Sample – Internship Training
- Supervision
- Leadership Networking
- Meeting Facilitation
- Program Creation
- Laws and Policy
- Team Building, Hiring and Training
- Budgeting
Tanager Place Leadership Academy

- Cohort of 12 staff, cross section of organization
- Application process to be selected
- Meet 2x a month for 9 months, broken into 3 learning blocks
- Budget for complete program, roughly $10,000 (Books, food, lost revenue)
- Blocks focus on inward/self reflection, outward/leading others and community leadership
- Personal SWOT, personal strategic plan and group project all components
The growth and development of people is the highest calling of leadership.

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Questions?
Thank You!

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