

Investing In The Leaders of Tomorrow: Challenges and Opportunities

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Is There Truly A Need?

- * 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

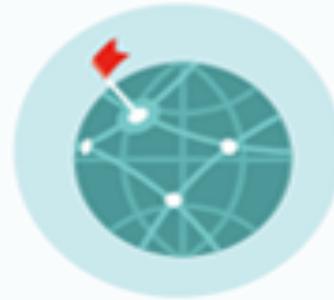
Strong evidence shows that investments in leadership development:



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 :

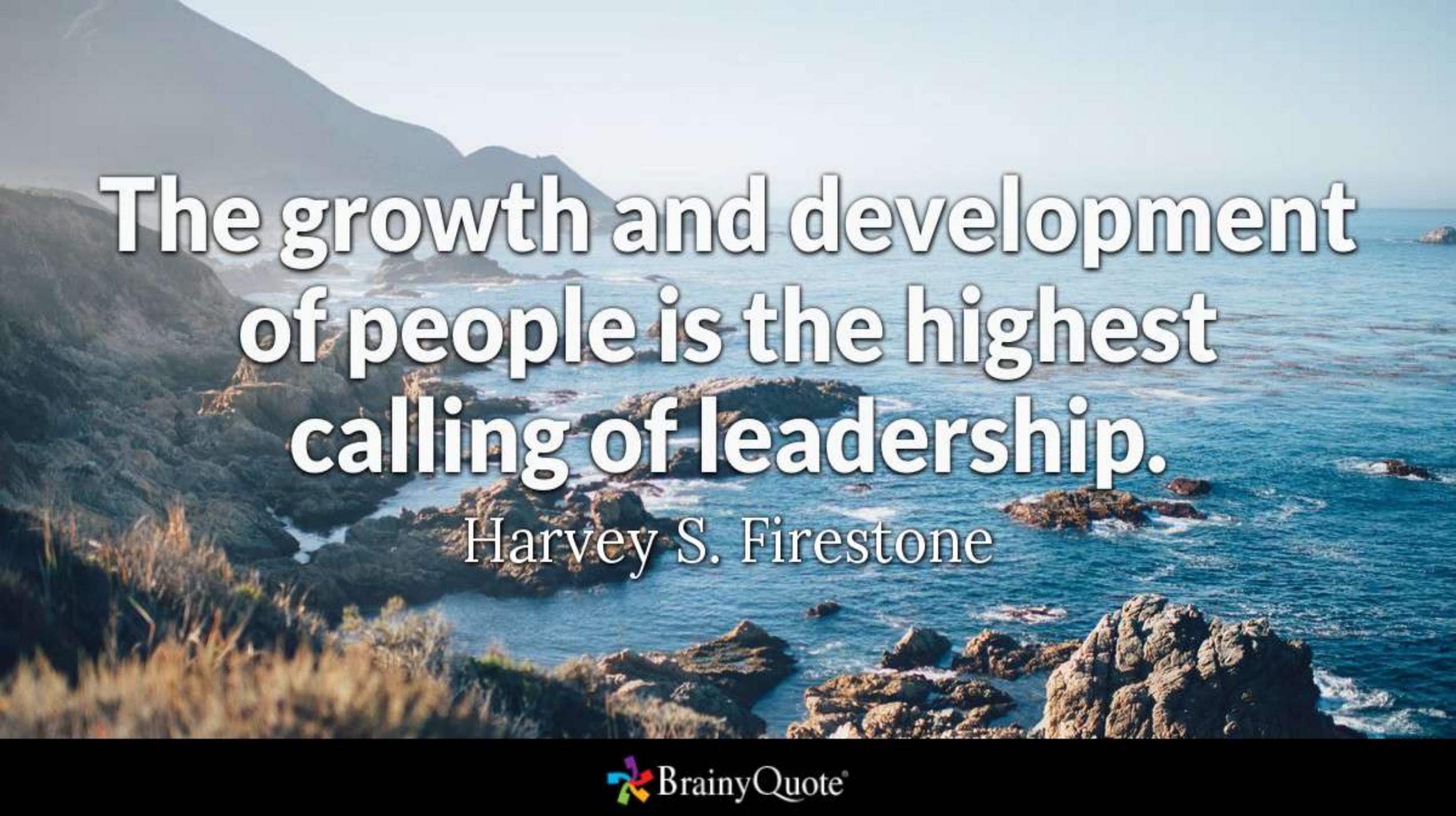
- Time is already dedicated
- Low cost
- Planned agenda
- New social worker enthusiasm

* 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

A scenic view of a rocky coastline with blue water and mountains in the background. The text is overlaid on the image.

**The growth and development
of people is the highest
calling of leadership.**

Harvey S. Firestone



Questions?

Thank You!

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