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| **Two Day Kick-off:** **Leadership Journey Mapping****Leading and Learning using a Multicultural Framework***Objectives***:*** Uncover personal leadership values and guiding principles (through the leadership journey exercise).
* Understand the core ideas and beliefs in a multicultural framework.
* Deepen awareness and practice of supervising and managing people in multicultural settings.
* Identified ways to advance along my leadership journey by applying multicultural frameworks.
* Begin to create a sustainable learning community by building relationships among group members and allowing for the exchange of diverse experiences and expertise.
* Understand how today’s lessons will be used as touchstones for the program.
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| **Coaching Skills & Introduction to Peer Coaching Model***Objectives***:*** Understand the purpose of coaching in the context of supervision.
* Understand the four foundational coaching skills (inquiry, listening, feedback, sharing).
* Understand how to use the coaching process to support action and drive results.
* Discuss ways that the multicultural frameworks apply to coaching.
* Understand the principles of action learning and how they are applied in a peer-coaching setting.
* Understand the process of participating in a peer-coaching group, the accountability expectations of each member to the group, and the respective roles of members and facilitators.
* Understand how peer coaching supports professional development and self reflection towards changed behavior and problem solving.
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| **Strengths for Personal, Staff, and Team Development***Objectives***:*** Understand and be more aware of personal strengths.
* Understand a process for becoming aware of the strengths of others in order to enhance interpersonal relationships and supervision.
* Understand how to develop teams for greater success using strengths.
* Understand how a strengths approach can support and reinforce multicultural leadership.
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| **Financial Management Concepts and Budgeting***Objectives***:*** Articulate what financial management is and why it is essential to sound organizational health.
* Understand essential nonprofit finance concepts.
* Understand key financial statements.
* Identify the steps in the budgeting process.
* Understand how costs are estimated and income is forecasted.
* Be familiar with components of my organization’s “financial story” for the current and/or next fiscal year.
* Communicate to internal and/or external stakeholders the importance of my budget.
* Understand how to monitor my organization’s financial performance.
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| **Supervision***Objectives***:*** Understand the supervision framework; roles and responsibilities of a supervisor.
* Learned how to set and communicate expectations that are aligned to individual performance as it is related to organizational performance and mission impact.
* Develop a supervision vision statement to use while working with current and future staff members.
* Make commitments based on the supervision statement and personal framework approach.
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| **Performance Management and Organizational Sustainability***Objectives***:*** Understand the effective elements and process for staff performance management.
* Understand the managers’ role in its successful implementation and alignment to strategy and mission.
* Assess organizational financial position and health.
* Discuss nonprofit business model considerations.
* Explore strategies and questions to consider in addressing financial concerns.
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| **Final Gathering and Participant Presentations*** Reflect on the year and share individual and organizational impact and learnings.
* Share new individual leadership frameworks and visions for what’s next.
* Celebrate!
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