

British Columbia Leadership Institute, May 14-18 Kelowna, British Columbia

Week-Long Activities:

Leadership Challenge Work (Week-long Activity)

Description: Over the week, leaders have the opportunity to work individually and in groups to identify and refine their leadership challenge and develop and share plans to address those challenges, including the development of actionable goals, timelines and measurement strategies to ensure that they are able to make meaningful progress toward their challenge when they return to their organizations. Participants receive feedback from their peers and Leadership Institute faculty to refine plans so that they return to their organizations ready to achieve meaningful, sustainable change.

In addition, throughout the week, we will have numerous small group discussions, exercises and activities to enhance learning and give participants tools they can take back to use toward encouraging leadership skill development and positive organizational change within their organizations.

Finally, over the course of the week, we will have blocks of time during which participants can choose among several topics for informal breakout topic discussions. During these sessions small groups of participants will lead the conversation share ideas and resources, etc.

Proposed Schedule

Monday, May 14, 2018 (10 am - 6 pm)

The Shift to Individualized Supports – One Organization’s Experience – Lynne Seagle

Description: Lynne Seagle tells the story of how Hope House Foundation made the switch from running traditional group homes to supporting individuals in their own homes and fostering meaningful involvement in their communities. She recounts the stories of people Hope House Foundation has supported over the years. These stories both encourage participants to think about ways they can begin to effect changes within their own organizations and excite and invigorate them for the week ahead.

Lynne Seagle is the Executive Director of Hope House Foundation, an organization that supports people with disabilities in their own homes. She is experienced in fundraising, community development and partnership. Ms. Seagle provides consultation and training on progressive service delivery and participatory management throughout the United States and internationally.

Our History as a Context for Our Future - Steve Eidelman

Description: Steve Eidelman will present a brief history of policy and practice for services and supports for people with intellectual and developmental disabilities. He discusses changes in the field, future trends and the challenges leaders face as we effect change within organizations.

Steven M. Eidelman, MBA, MSW is the University of Delaware's H. Rodney Sharp Professor of Human Services Policy and Leadership. He is the Faculty Director of the National Leadership Consortium on Developmental Disabilities at the University of Delaware and holds joint faculty appointments in the School of Urban Affairs and Public Policy and the Department of Human Development and Family Studies. Mr. Eidelman is the former Executive Director of the Joseph P. Kennedy Jr. Foundation, leading the organization to implement innovative projects, programs and cutting-edge policies. Prior to his appointment with the University of Delaware, Mr. Eidelman was the Executive Director of The Arc of the United States, an advocacy group for people with cognitive disabilities and their families. Mr. Eidelman also served as Deputy Secretary for Pennsylvania's developmental disability service systems in the Department of Public Welfare.

Demographics and Trends Impacting I/DD Systems – Dr. Tim Stainton

Description: This session focuses on ways the landscape is changing – including a review in major demographic shifts and shifts in funding regulations and support models. In addition, Dr. Stainton will discuss the potential future trends in the field and province.

Dr. Tim Stainton, Ph.D., BSW (Western), MSW (Toronto), PhD, Social Policy and Political Theory (London School of Economics and Political Science). Dr. Stainton is currently Professor at the School of Social Work and Director of the Centre for Inclusion and Citizenship. He has held faculty appointments at the University of Wales Swansea where he was Director of Social Work, McGill University, and was tutor in Social Policy at the London School of Economics. In 2008/9 he was the Sir Allan Sewell Visiting Fellow at Griffith University, Australia. Prior to his academic career he worked in the field of intellectual disability in a number of roles including as Director of Policy and Programmes for the Ontario Association for Community Living and at the Community Living Society in Vancouver as a service broker working on the deinstitutionalization of provincial institutions.

Session on employment in British Columbia (speaker to be announced)

The Nuts and Bolts of Making the Change - Lynne Seagle **(see bio above)**

Description: In this session Lynne discusses the specific steps Hope House Foundation took to create an agency that serves people in a way that promotes full participation in community life and the ways they fund these models. From closing group homes to meaningful community involvement, this session addresses the tools and approaches needed to make the shift to individualized supports and discusses the idea that many of the barriers people with disabilities face in establishing lives of their own are perpetuated by those who seek to support them. Management practices to eliminate obstacles to full inclusion are highlighted.

Tuesday, May 15, 2018 (8:30 am – 5 pm with possible evening session)

All Day

Leadership self-insight, exploration, simulation and feedback

Tuesday sessions are devoted to getting to know yourself as a leader. A variety of self- assessment and experiential exercises are provided to help you hone in on your strengths and develop practical leadership skills to take back to your organizations and communities. This is a very interactive day that focuses on identifying and building on your leadership strengths and skills. The day includes a discussion of ways to free up time for transformative leadership and an exercise through which you will receive positive and valuable feedback on your leadership skills. Also included are a variety of tools to use for self-assessment of your leadership strengths and skills.

Evening or Late Afternoon Session: Panel of family members or self-advocates

Wednesday, May 16, 2018 (8:30 am – 5 pm with possible evening session)

Understanding Your Leadership Practices Inventory – Nancy Weiss

Description: An important part of the Leadership Institute is a 360-degree assessment of your leadership skills. You will receive a detailed report of your and your observers' ratings of your skills and will have an opportunity to apply, reflect and integrate the learning.

Nancy R. Weiss, MSW has worked in the disabilities field for over thirty years. She is the Director of the National Leadership Consortium on Developmental Disabilities at the University of Delaware and the Director of Disability Initiatives for the University of Delaware College of Health Sciences. Prior to her affiliation with the University of Delaware, she was the Executive Director of TASH, an international advocacy association committed to full inclusion for people with disabilities. Ms. Weiss also served as an adjunct faculty member at Johns Hopkins University and was the Director of Community Services for the Kennedy Krieger Institute in Baltimore. Ms. Weiss is the former Executive Director of Community Systems, Inc., an agency providing progressive supports for adults with disabilities in Delaware. Ms. Weiss advocates for person-centered, ethical, and humane supports; she has written and spoken extensively on these topics.

A Home of my Own – Ross Chilton

Description: Recently we have seen the emergence of trends in housing towards both individualization and congregation of individuals with developmental disabilities. True individualization, where individuals can have a home of their own, will require us to address issues such as isolation, risk, and affordability. This session will explore the challenges and opportunities that leaders will experience in creating homes for individuals with developmental disabilities.

Ross Chilton is the CEO of Community Living Society (CLS) and Community Living Housing Society (CLHS) and is committed to innovations in housing and support for people with developmental disabilities. Prior to joining CLS and CLHS he held senior leadership positions in the public and private sector. Ross has a Master's degree in Counselling Psychology from the University of British Columbia and has expertise in implementing individual and organizational wellness programs, team building, and conflict resolution.

Ross is actively involved in his community on a number of Boards including the BC Non-Profit Housing Association, the BCCEO Network, and the Family Support Institute. Previously he was on the boards of the Steps Forward Initiative for Inclusive Post-Secondary Education and the BC Council on Substance Abuse.

Creating Change: Community Living Services - Annette Downey

Description: Annette Downey focuses on success stories and how people with intellectual and developmental disabilities are making great things happen in their lives by self-directing their supports through person-centered planning and the use of individual budgets. This session is focused on helping participants understand ways they can support people to achieve active, rich, and respected lives as valued members of their communities.

Annette Downey has 21 years of experience working with both children and adults with developmental disabilities. She is dedicated to increasing the demand for self-determination as a means of supporting all people with disabilities. She is frequently an invited speaker at conferences on topics including person-centered planning, self-determination, income generation and community first service provision. Annette is a tireless advocate for systems change aimed at promoting people with disabilities' right to choose their own life paths and to control who, what, when, where, and how their supports are provided. Annette is a trainer and consultant for the National Center for Self-Determination and is the Executive Director of Community Living Services of Oakland County, in Southeast Michigan. Annette is a graduate of the 2009 Summer Leadership Institute at the University of Delaware.

One Graduate's Story – Amanda Faulkner

Description: In this interactive video conference session, a past participant of the Institute will discuss the challenges she faced upon returning to her organization with the goal of making the shift toward providing more individualized services. Amanda will discuss her leadership journey, challenges she faced and the changes she was able to accomplish in her organization.

Amanda Faulkner is the Executive Director of Frontier Community Services (FCS) that provides services to the Central Kenai Peninsula and Valdez. Amanda has been in the special educational field for over 16 years and involved with FCS since 2002 when she was hired as a Developmental Specialist for the Infant Learning Program. She received her B.A. in Elementary Education and Psychology from Whitworth College in Spokane, Washington in 1997. At which point, her husband and 2 children promptly relocated back to their hometown of Soldotna, Alaska. She was raised in Alaska and understands the unique challenges that are specific to the geography and weather that make Alaska both a beautiful and challenging place to live and work. In 2006, she moved into the role of Family Services Director, after graduating from the University of Anchorage Alaska with a Master's Degree in Education. Amanda is a graduate of the 2015 Alaska Leadership Institute.

Evening or Late Afternoon Session: Panel of family members or self-advocates

Thursday, May 17, 2018 (8:30 am – 5 pm with final dinner together)

Organizational Change – Steve Eidelman
(see bio above)

Description: This presentation focuses on strategies and practices for participants to effect meaningful change in their organizations, communities and states once they return from the Leadership Institute. The session addresses evidence-based practices including core strategies for managing change. Leaders will gain practical tools to influence people in positions of power, gain buy-in and practice appreciative inquiry, all skills needed to influence positive and sustainable organizational change.

Using Data and Outcomes Effectively - Caitlin Bailey

Description: This session focuses on how to develop and measure meaningful outcomes within your own organization and the importance of doing so to ensure that services are directed by the people who are most affected by services and supports, the people with disabilities who use them. Further, this session will provide practical tips to use data-informed outcomes as catalysts for change.

Caitlin Bailey, Ph.D. ABD is the Director of Research and Evaluation at the National Leadership Consortium on Developmental Disabilities (NLCDD) in the Department of Human Development and Family Studies (HDFS) at the University of Delaware. Ms. Bailey oversees all research conducted within and in partnership with the Leadership Consortium and is the lead staff person for strategic growth and development of NLCDD. Since 2010, Ms. Bailey has worked with NLCDD to develop their ongoing longitudinal research project to evaluate NLCDD programs and research the development of leadership across the disabilities field of services, supports and policies.

Session on Individualized Funding, Microboards, and Building Social Capital in British Columbia (speaker to be announced)

Supporting Direct Support Professionals- Joe Macbeth

Description: Joe Macbeth's session considers the ways that leaders and organizations can better support individuals with intellectual and developmental disabilities through training and support of direct support professionals. Concrete strategies, such as those offered by the National Alliance for Direct Support Professionals, will be demonstrated as well as the impact that dedicated, educated, and respected direct support professionals can have on an organization and the people it supports.

Joseph M. Macbeth is the Executive Director at the National Alliance for Direct Support Professionals (NADSP) and has worked in the field of intellectual and developmental disabilities for more than 30 years - beginning as a Direct Support Professional. Macbeth is recognized as a national leader in the advocacy and advancement the direct support profession and is a highly sought after speaker on the workforce crisis affecting human service provider organizations. He has co-authored the series of publications titled "Voices from the Frontlines", produced an award winning Realistic Job Preview titled "Working as a Direct Support Professional: We Get It Done", and has partnered with the State University of New York (SUNY) and assisted more than 500 direct support professionals advance their college education through the "Disability Studies Certificate". He currently sits on the board of directors for the Council on Quality and Leadership (CQL), the

Elsevier's College of Direct Support and Relias Learning's National Advisory Boards and most recently was appointed by New York Governor Andrew Cuomo as a Member of the Advisory Council for the New York State Justice Center for the Protection of People with Special Needs. Macbeth is also involved with AIEJI, an international organization based in Denmark that promotes the work of social educators. Joe is a graduate of the 2006 Summer Leadership Institute at the University of Delaware.

Friday, May 18, 2018 (8:30 am – 2 pm)

On Friday we will finalize organizational change plans in response to each participant's Leadership Challenge and these will be presented to assist participants to finalize realistic, workable back-home plans. We will wrap up the week with a review of the impact of the week, evaluation and suggestions.