

The National Leadership Consortium

on Developmental Disabilities

at the University of Delaware



LEADERSHIP, VALUES AND VISION: TRANSFORMING ORGANIZATIONS TO TRANSFORM LIVES

The National Leadership Consortium is a partnership of the 18 national disability organizations¹ dedicated to promoting citizenship, equality and access to high quality, individualized supports for people with disabilities. Founded in 2006, the National Leadership Consortium works to assure that the next generation of leaders in the intellectual and developmental disabilities sector have the skills, values, knowledge and resources needed to continue a worldwide shift away from congregate service models that keep people with disabilities segregated and isolated, to individualized, person-directed supports that ensure that people are meaningful members of their chosen communities. To do this, the National Leadership Consortium offers:

The Leadership Institutes

While generic non-profit leadership courses are available nationally, only the Leadership Institutes offered by the National Leadership Consortium are specific to the complex systems of services and supports for people with intellectual and developmental disabilities and their families. The National Leadership Consortium integrates policy, practice, research, advocacy, services and supports to inform our intensive training and development opportunities; offered 8-10 times a year virtually, across the country, and internationally. During the Leadership Institutes, leaders learn from and with a faculty of renowned national experts on progressive supports for people with disabilities. Leadership Institutes emphasize individual, team, organizational and systems level transformation, so that leaders leave better prepared to effect change within their organizations, states and communities. Activities include: individual assessments and reflection, small and large group discussions, and learning focused on the following areas:

To date, **more than 2950 people have participated in 85 in person and virtual Leadership Institutes.**

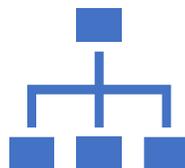
Participants have **represented 50 states and 14 countries around the world.**



Best Practices in Services and Supports



Current and Future Trends



Organizational Best Practice and Change Management



Individual Leadership



Interpersonal Leadership

¹ **National Leadership Consortium Partners** | The Alliance for Citizen Directed Supports | The American Academy of Developmental Medicine and Dentistry | The American Association on Intellectual and Developmental Disabilities | American Network of Community Options and Resources Foundation | The Arc of the United States | Association of People Supporting Employment First | The Autistic Self Advocacy Network | The Council on Quality and Leadership | Human Services Research Institute | The Learning Community for Person Centered Practices | National Association of Councils on Developmental Disabilities | National Alliance for Direct Support Professionals | National Association for the Dually Diagnosed | National Association of QIDPs | National Association of State Directors of Developmental Disability Services | Research and Training Center on Community Living, Institute on Community Living at the University of Minnesota | Self Advocates Becoming Empowered | TASH

During the Leadership Institutes, leaders gain...

Knowledge of current and future trends, best practices in leadership, nonprofit management and services



Resources/tools to support continued growth and change

Access to national and international experts: leaders in advocacy, policy, research and practice.

Network of dedicated leaders who share similar values and vision

Skills to lead teams and organizations to change



At the end of the Leadership Institutes, leaders leave with...

Relationships with leaders who will continue to motivate and invest in each other



Increased capacity to lead teams, organizations and systems to make change to shift to quality services

Better alignment of beliefs and values with principles of person centeredness

Higher confidence in personal leadership efficacy



Enhanced personal leadership skills



Leadership Institute Impact: Participants are consistently thrilled with their Leadership Institute experience; they are sorry to see the training come to an end and urge co-workers and colleagues to attend. While we do strive to assure that leaders are satisfied, we know that satisfaction is not a measure of impact. We are committed to ensuring that participants leave with the skills, knowledge, values and resources needed for them to achieve significant and meaningful changes in their organizations, communities and the IDD system. The chart above lists some of the ways that leaders change over the training. The table below outlines some of the changes that leaders are able to make in their organizations and states.

Organizational Changes

Improved training strategies for agency leaders, managers and direct support professionals so employees have skills to provide quality services

Increased use of technology and innovative practices to enhance services that let people control their lives and services

Closing of institutions, group homes and day programs and/ or increasing inclusive and individualized supports

Increased organizational buy-in toward individualized, self-directed supports

Community and Statewide Changes

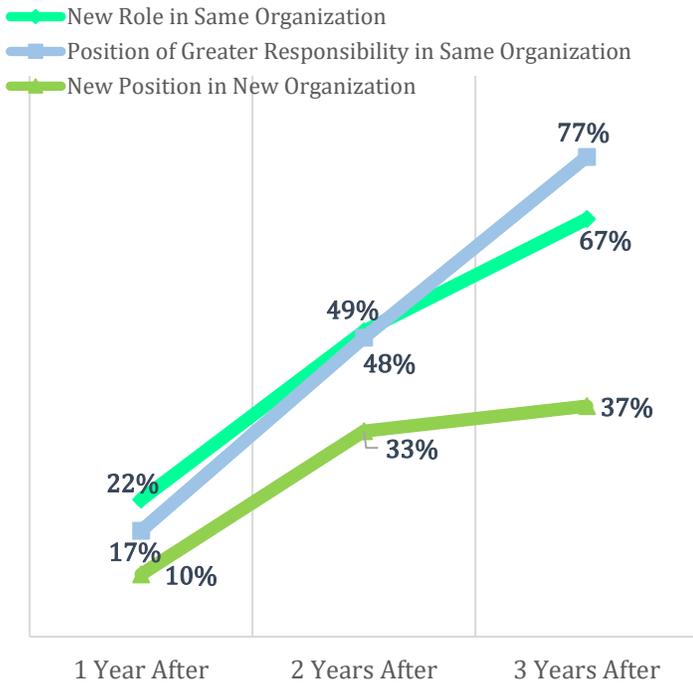
States have offered incentives, funds and/or have mandated the shift away from congregate services to person-directed supports

State DD agencies and Councils have included leadership development in their statewide strategic plans

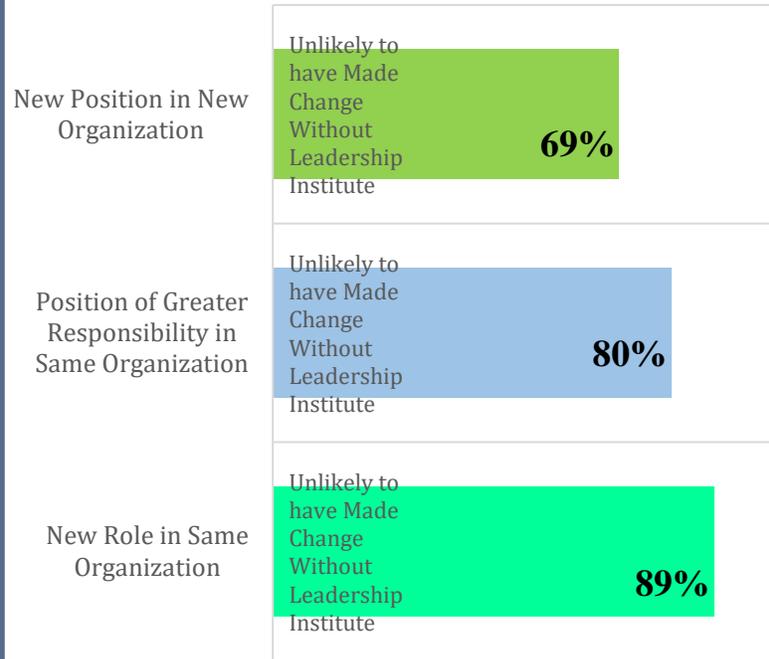
State provider associations have pursued in-state leadership development and training

We follow up with participants regularly to track their career trajectories and to assess the degree to which they attribute change to their participation in the Leadership Institutes. We have found that over the course of three years most people grow to positions of greater responsibility with the same or another disability organization. Most people share that these changes were unlikely to have occurred if not for their participation in the Leadership Institutes.

Job Change After the Leadership Institute



Impact of the Leadership Institute on Leader's Occupational Changes



Examples of New Titles: Executive Director | Executive Director of Organizational Development | UCEDD Director | Regional Vice President | Vice President of Support | Vice President of Services | Statewide Contracts Manager | Director of Policy and Innovation | Senior Research Associate | Director of Quality Management | Director of Day Services | Services Manager |

After the Leadership Institute, participants consistently rate themselves as more effective leaders; in fact, their leadership growth continues for years after. Yet, while many participants leave the Leadership Institute more confident in their own leadership skills, they are less convinced that their agency provides high quality services. Over time, as they develop as leaders and have positive impact on their organizations, they note that their agency quality increases.



Our commitment to quality evaluation and post-attendance research on impact demonstrates that participation in the Leadership Institutes significantly impacts leaders' capacity to make the important shift to services and supports that are designed and led by the people who use them. This ensures that people live and thrive in their chosen homes, relationships, jobs and communities.

Comments from Leadership Institute Participants

It was an empowering and interactive week that will forever enlighten my thinking and decision-making. Participation in the Leadership Institute has increased and improved my individual power to lead for changes to enhance the future for individuals with developmental disabilities.

Sandra Root-Elledge, Coordinator for Community Education, Wyoming Institute for Disabilities UCEDD, Laramie, Wyoming

The Leadership Institute at the University of Delaware is grooming our future leaders to move this field toward this new direction in an ethical and responsive manner. Otherwise, our industry will provide just more of the same bland, traditional services and will fill slots and respond to the needs of the state and provider agencies... It was an opportunity to learn, network, and rekindle my passion.

Joseph Macbeth, Executive Director, National Alliance of Direct Support Professionals, Albany, New York

An experience like no other: Inspiring transformational, motivating... If you want to experience personal growth in one week that would normally take years, attend the Leadership Institute by the National Leadership Consortium on Developmental Disabilities at the University of Delaware.

Kate Oborski, Program Coordinator, Independent Environments, Inc., Eugene, Oregon

The California Leadership Institute is a truly transformative experience. As an emerging leader with a disability, I truly believed I was doing all I could to advocate for others and model the way. I now have a different perspective of what it means to be "person centered" and feel confident of where I need to start to "be the change".

Michelle Reilly, Program Coordinator, Futures Explored, Lafayette, California

The Institute helped bring my focus and passion back to the thing that matters the most in this field; getting people better lives.

Meaghan Simpson, Training and Quality Assurance Director, Progressive Community Services, Springfield, Missouri

This Virtual Leadership Institute is a robust platform for an experiential, just-in-time learning of the "next practices" from trailblazers and change makers in the disabilities field. The course materials, facilitation and delivery were flawless. The presentations by the guest speakers and the case studies have been an eye opener for me to reimagine the design and delivery of services for persons with disabilities during COVID-19 and beyond.

Ramu Iyer, PROVAIL, Employment Consultant

A passion for leading a change that will improve the quality of life of the people we support- A fire to fight for something I believe is possible and not optional - thank you for the inspiration.

Amanda Faulkner, Executive Director, Frontier Community Services, Soldotna, Alaska

This week changed the way I think about person-centered approaches. I thought my organization had solid values and progressive actions, but this week showed me there is much more to be done. It gave me tools so that I can develop myself as a visionary leader.

Sherrill Boyes, Manager, Residential Services, Community Living Kingston & District, Kingston, Ontario

This was single-handedly the best experience of my professional career. The faculty were truly invested in us and our development. It was great to be able to take a break, unplug, and intentionally think and focus on me, my vision, as well as my strengths and weaknesses. I truly and wholeheartedly would encourage anyone who wants to challenge him/herself to become a leader to take this leap. Absolutely amazing!

Kim Anderson, Director of Employment Services, Center for Human Services, Sedalia, Missouri