

Leadership: An Investment and Opportunity

**NATIONAL
LEADERSHIP
CONSORTIUM**



ON DEVELOPMENTAL DISABILITIES

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www.natleadership.org

MISSION

Provide quality, values-based training, technical assistance, research, and evaluation aimed at developing the skills, knowledge, resources, and networks of leaders so that organizations and systems can best support people with disabilities to direct their services and lives and to fully belong in their chosen communities

VALUES

Authentic
Leadership

Human
Dignity &
Rights

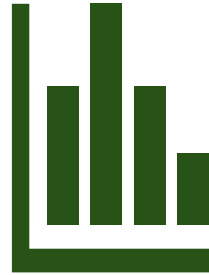
Inclusion

Networking &
Collaboration

Responsiveness



Best Practices in Services and Supports



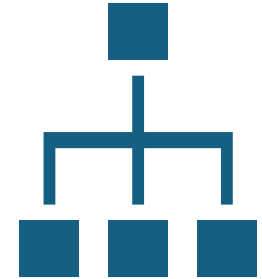
Current and Future Trends Impacting Services and Supports



Individual Leadership



Interpersonal Leadership



Systems and Organizational Best Practice and Change Management

TRAINING AND PROGRAMS

Tailored leadership development, training, and support.

Meet the specific developmental needs of emerging and established leaders in the field.

RESEARCH AND EVALUATION

Leadership and relevant research, evaluation, and assessment for field leaders.

Designed to enhance accessibility of information and bridge research to practice.

CUSTOMIZED SUPPORTS

Tailored to the goals and needs of the people and organizations to enhance transformation and development efforts of leaders, organizations, and systems.

Employee Engagement

Companies with a highly engaged workforce are 21% more profitable and 17% more productive than those with disengaged staff

- Gallup

On average, disengaged employees cost companies \$3,400 for every \$10,000 they make each year.

- Gallup

85% of employees are not engaged at work

- Gallup, State of the Workplace

Highly engaged employees are 87% less likely to leave their employer

- The Corporate Leadership Council





Employee Engagement

The emotional commitment the employee has to the organization and its goals.

Forbes



Employee Engagement

The engagement elements that declined the most from the pre-pandemic record-high engagement ratio in 2019 to 2022 were:

- **clarity of expectations**
- **connection to the mission or purpose of the company**
- **opportunities to learn and grow**
- **opportunities to do what employees do best**
- **feeling cared about at work**

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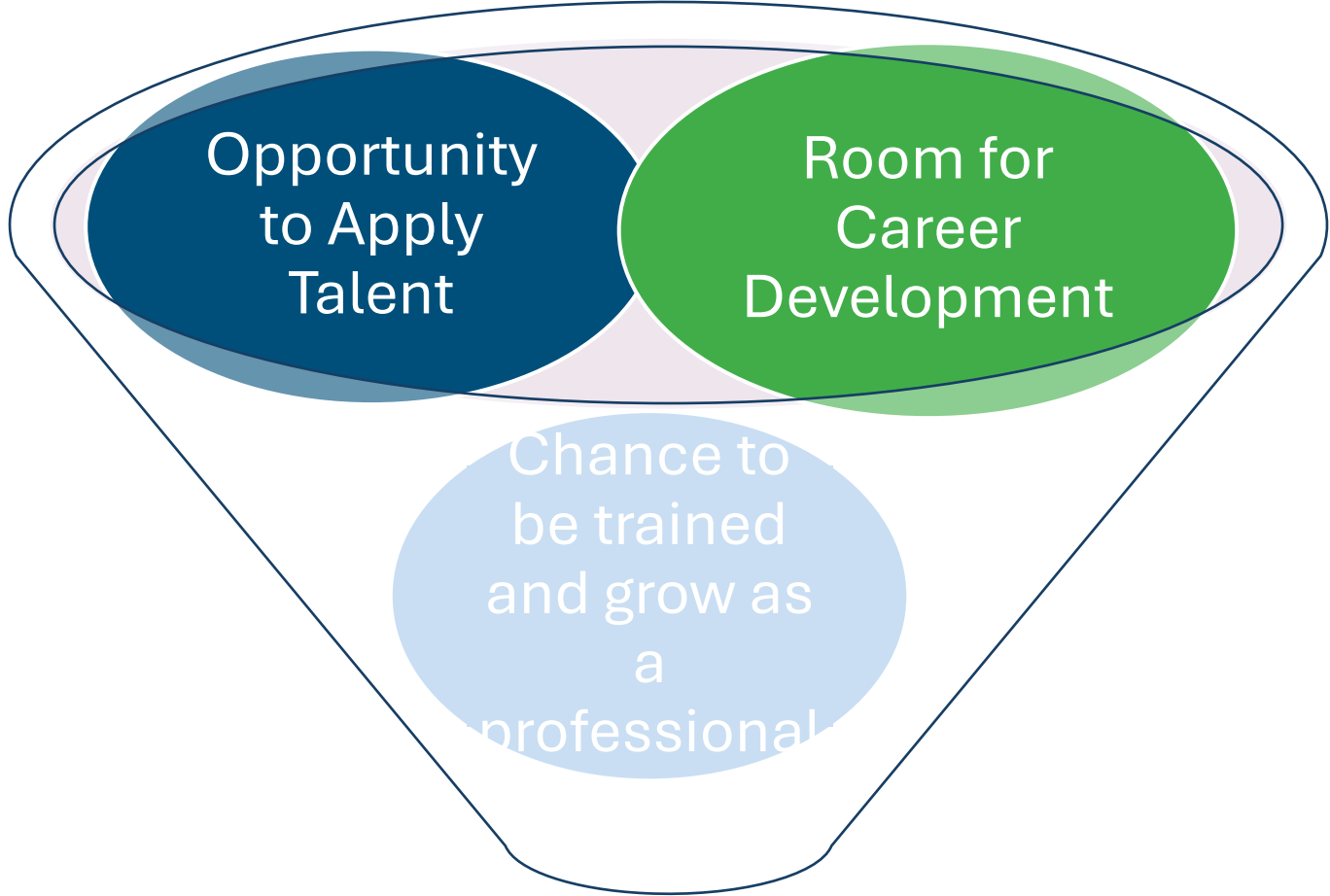


ON DEVELOPMENTAL DISABILITIES

1. I know what is expected of me at work.
2. I have the materials and equipment I need to do my job right.
- 3. At work, I have the opportunity to do what I do best every day.**
4. In the last seven days, I have received recognition or praise for doing good work.
5. My supervisor, or someone at work, seems to care about me as a person.
- 6. There is someone at work who encourages my development.**
7. At work, my opinions seem to count.
8. The mission or purpose of my company makes me feel my job is important.
9. My associates or fellow employees are committed to doing quality work.
10. I have a best friend [meaning someone I really like] at work.
11. In the last six months, someone at work has talked to me about my progress.
- 12. This last year, I have had opportunities at work to learn and grow.**



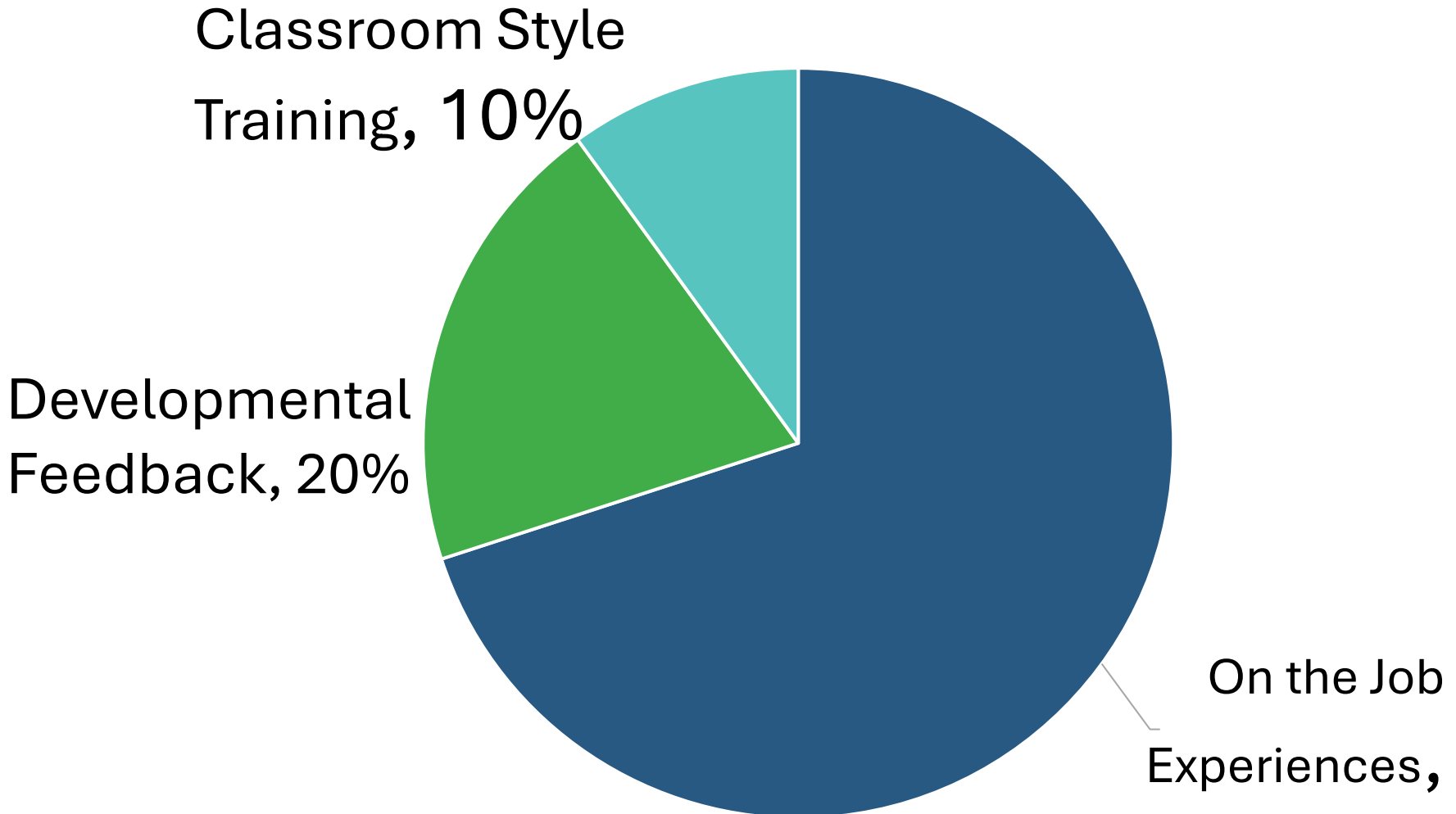
GALLUP Q12



ENGAGEMENT



BLESSING WHITE





Opportunity in Development

“83% of all organizations
have a skills gap.”

Association for Talent Development





Leadership Development Throughout Organization

“While **83%** of organizations believe it’s **important to develop leaders at every level** of the company, only **5%** of businesses have implemented **leadership development at all levels**”

Zippia.com





“The single biggest way to impact an organization is to focus on leadership development. There is almost no limit to the potential of an organization that recruits good people, raises them up as leaders and continually develops them.”

- John C. Maxwell



“We’ve found that there’s **significant potential in developing what is innately right with people** versus trying to fix what’s wrong with them.”

GALLUP



DEFINED BY: Identifying and making the best use of your and your team's strengths

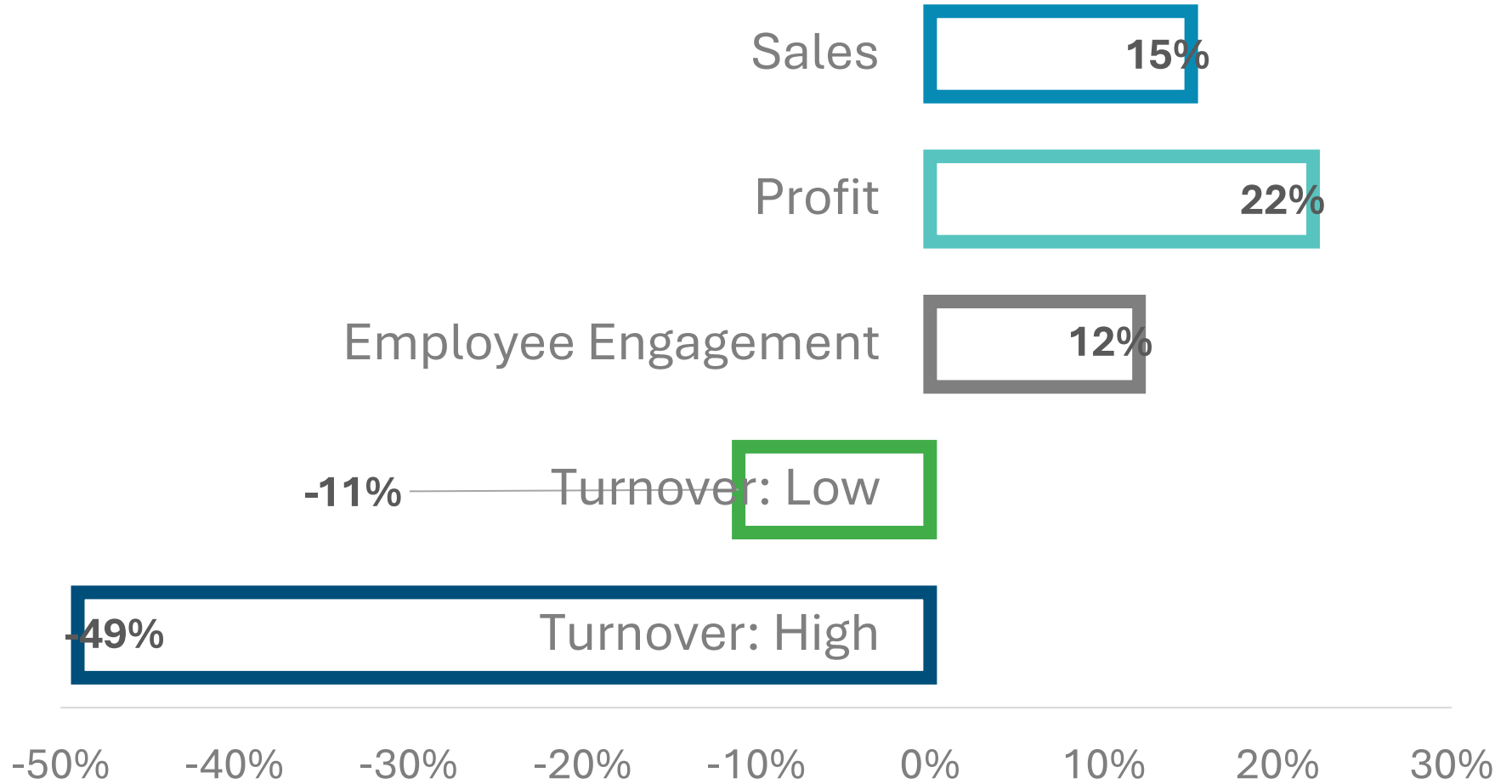
FOCUSES ON: What people do well, instead of what they need to do better

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IMPACT OF STRENGTHS-BASED APPROACHES



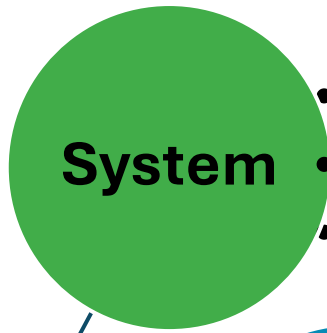
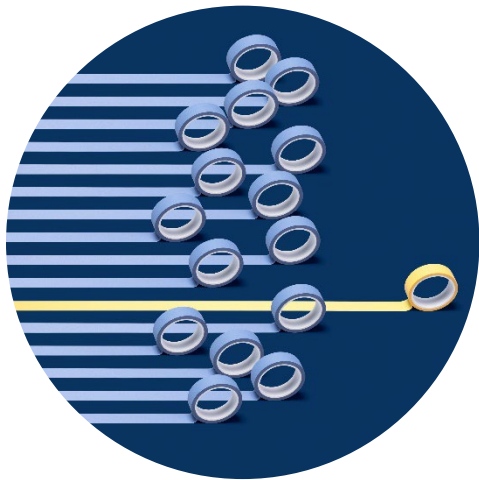


Leadership matters... a lot!

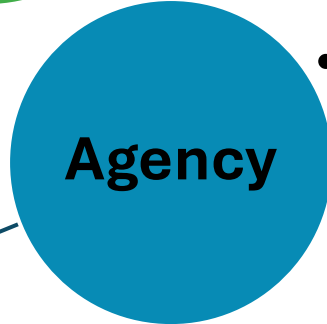




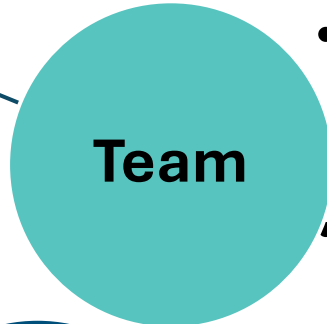
Developing Leaders Supports



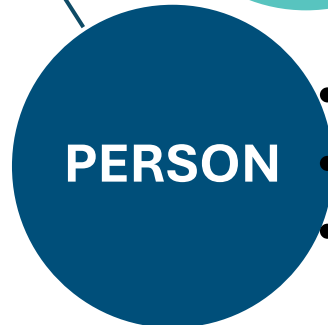
- Change
- Progress
- Advocacy



- Transformation
- Sustainability
- Achievement of Mission and Goals



- Engagement and Motivation
- Growth Mindset
- Dedication to Developing Others



- Confidence
- Skills
- Contribution





“Only 10% of people are natural leaders”

zippia.com

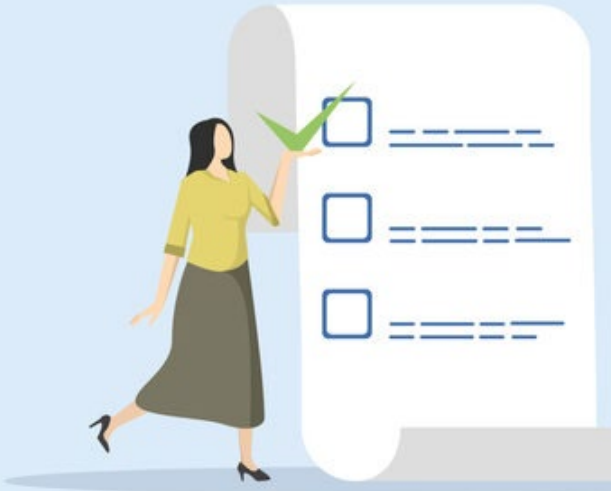


Helps us use targeted development approaches

Helps us stay focused on strengths

Helps us understand areas of strength and need across the team

Points to opportunities for collaboration and peer-to-peer learning and support



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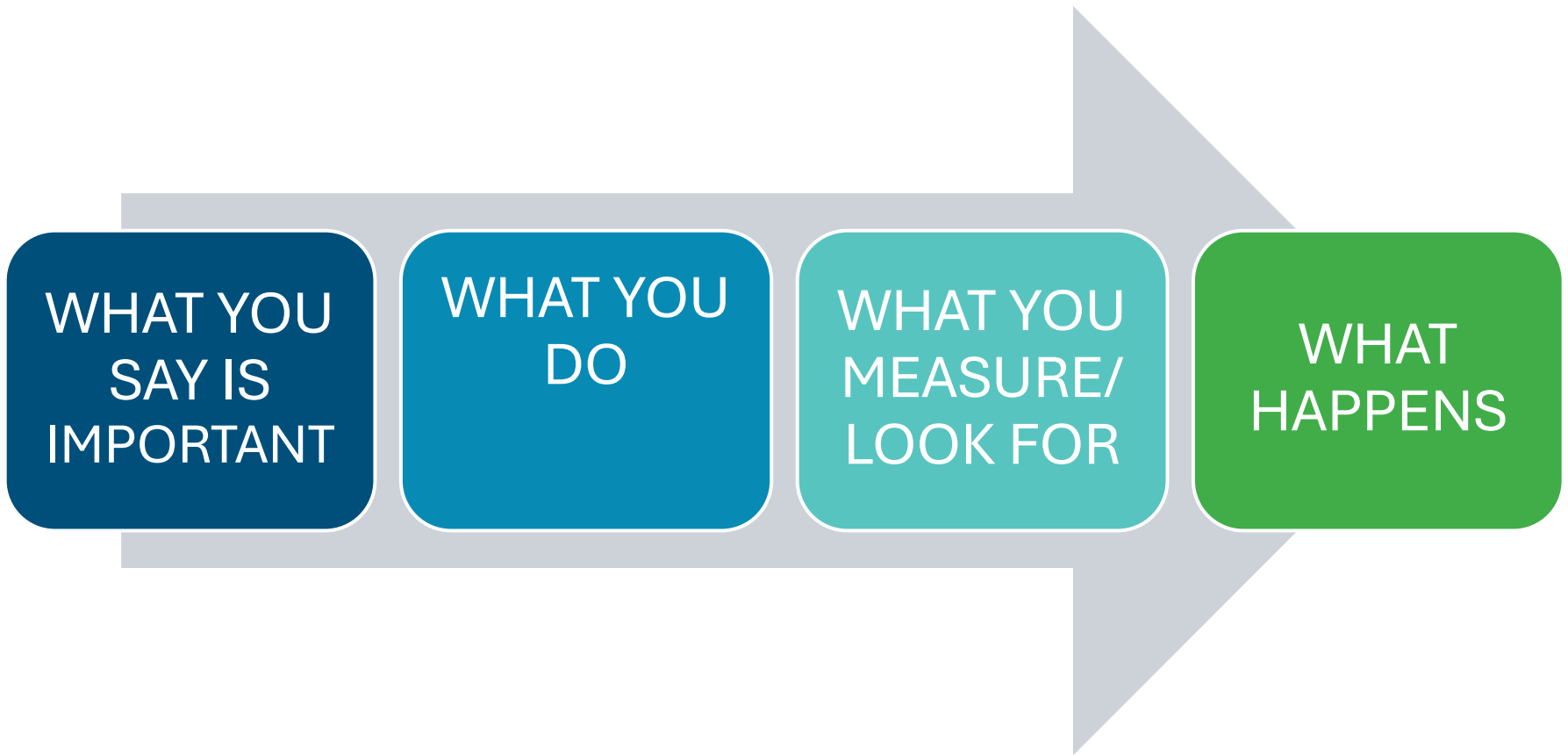
SELF & TEAM ASSESSMENT EXAMPLES

Assessment	Personal or Group	Skills or Indicators Assessed	Link/ Source	Paid or Unpaid
CliftonStrengths	Personal	Range of skills, including <ul style="list-style-type: none"> - Executing: Making things happen - Influencing - Relationship Building - Strategic Thinking 	Online Link from Gallup	Paid
Communication Style Self Assessment	Personal	Communication style	Document on page 2	Unpaid
Decision Making Profile	Personal	Decision making style	Link from Truity	Unpaid
EQ 2.0 Assessment	Personal	Emotional self and other awareness and capacity to regulate emotions	Link from TalentSmart	Paid
Foursight Assessment	Personal: Can be mapped to Group	Problem Solving Style	Link from Foursight	Paid

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Co-Producing

Co-Designing

Engaging

Consulting

Informing

Educating

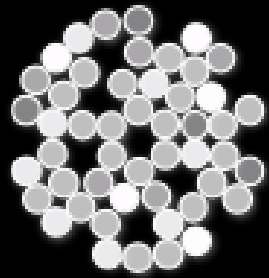
Coercing

Doing With

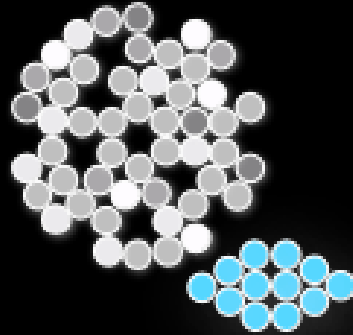
Doing For

Doing To

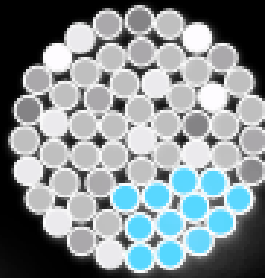




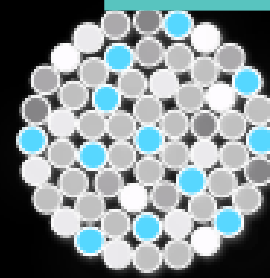
Exclusion



Segregation



Integration



Inclusion



Belonging

The goal is to develop leaders in ways that promote belonging by leveraging the skills, gifts, passions, and interests all members bring to the work of the Council



How do you think your Council is doing to support your and other Council Members' growth and development?

What ideas did you hear today that you could use to develop the leadership skills and strengths of Council Members in your state?

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**Training and
Development Programs
and Events**



**National Leadership
Consortium Resources**

QUESTIONS?



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