

DMH STATEWIDE TRAINING AND LEADERSHIP

LILAH BREVIK, MA

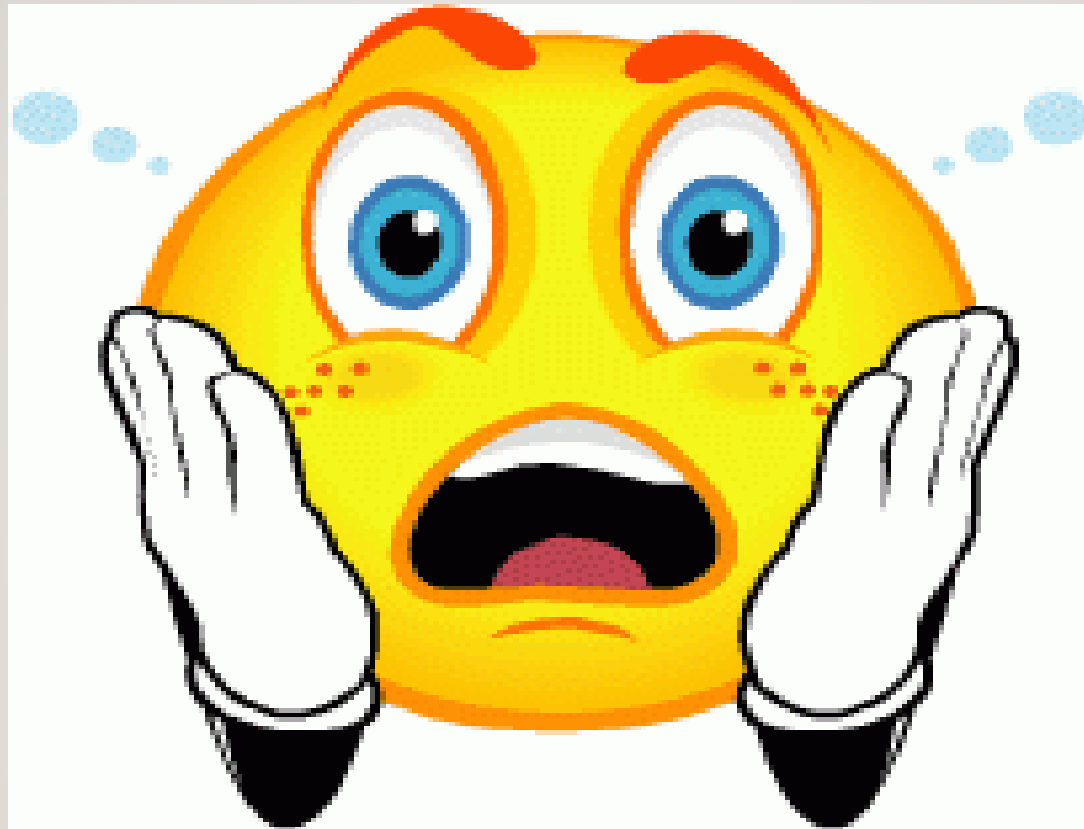
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“This is a major project of utmost importance, but it has no budget, no guidelines, no support staff, and it’s due in 15 minutes. At last, here’s your chance to really impress everyone!”

WHAT IS LEADERSHIP?

The dictionary defines Leadership as the action of leading a group of people or an organization.



“Management is doing things right.
Leadership is doing the right thing.”
- Peter Drucker



EFFECTIVE LEADERSHIP IS...

Effective Leadership includes strong character. **Leaders** exhibit honesty, integrity, trustworthiness and ethics.

Leaders act in line with how they speak, and earn the right to be responsible for others' success in the company. Strong **leadership** involves clear communication skills.

Leadership-Investopedia: <https://www.investopedia.com/terms/l/leadership.asap>



*"Well, yes, I knew that listening was crucial
to being a good leader...."*



*but I never knew that I was the one who
had to do the listening."*

DEVELOPING LEADERSHIP

Leadership training is a must-have program for all organizations and all organizational leaders. Doing it right requires a focus on the fundamental skills that help leaders influence others.

- We don't always have to change the world.

WHAT WE'VE LEARNED

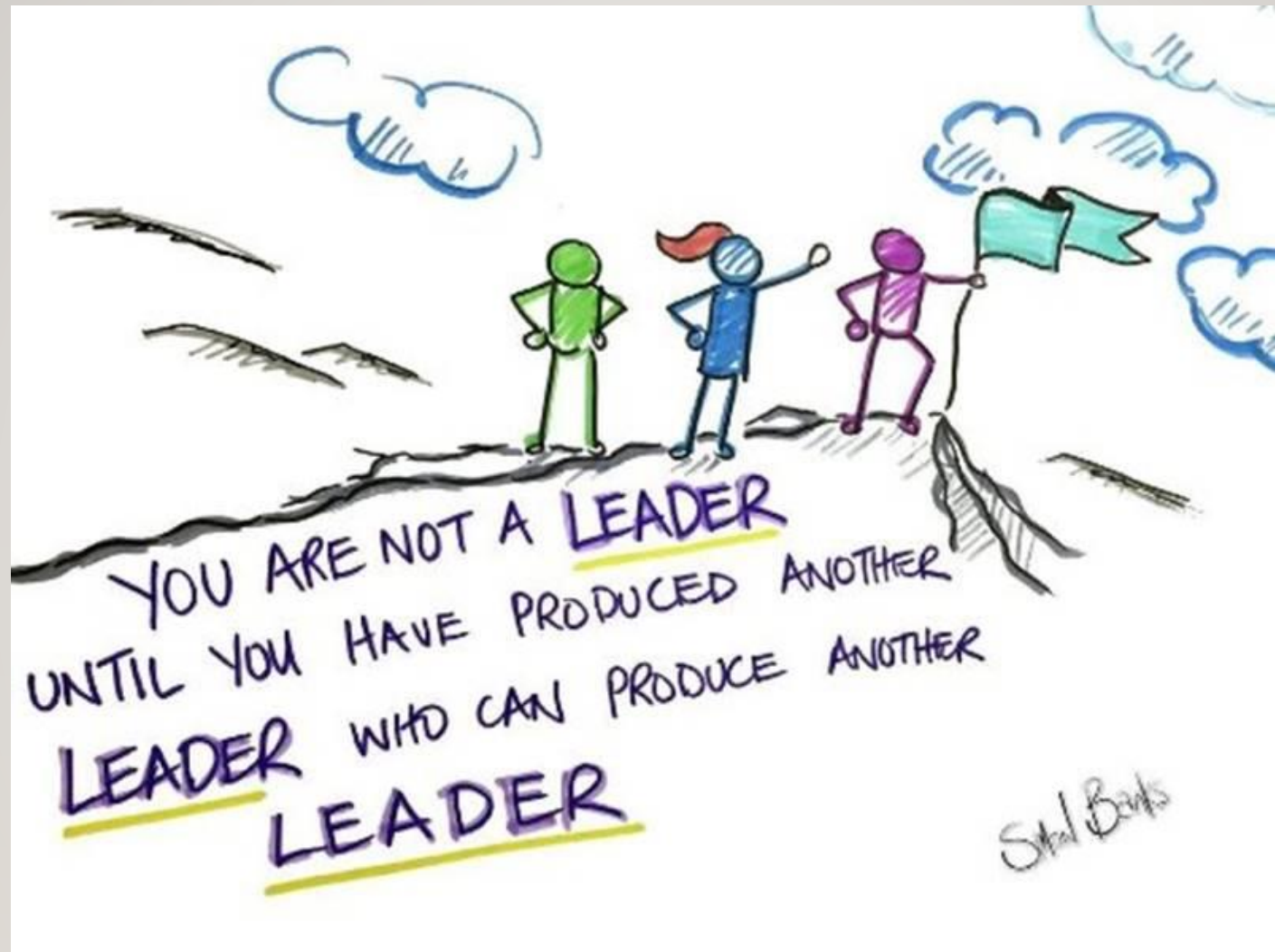


- Making our own path
- Broaden our experience any chance we get
- Leadership on fast forward
- Cultivating teamwork
- Develop a sense of self awareness: understanding our strengths/weaknesses
- Connecting with others



- Sometimes you have to make difficult decisions
- Public Relations are a must
- Thinking strategically and selectively
- Strong ethics, foster a sense of connection & belonging, show openness to new ideas, nurture growth
- Making high quality connections
- Listening effectively





YOU ARE NOT A LEADER
UNTIL YOU HAVE PRODUCED ANOTHER
LEADER WHO CAN PRODUCE ANOTHER
LEADER

Sital Borkar

BARRIERS TO LEADERSHIP DEVELOPMENT WITHIN DMH



1. Statewide access to leadership and mentorship opportunities is limited and not always cost effective.
2. Filling leadership positions yet not having access to appropriate leadership training tools within agency.



STRATEGIES TO IMPROVING LEADERSHIP DEVELOPMENT



IMPROVEMENT STRATEGY I:

- Bring the trainings from State of Missouri Center for Management and Professional Development to other areas of the State or individual Agencies.
- Offer other type of leadership trainings to other areas of the state.

IMPROVEMENT STRATEGY 2:

Leadership Development Officer(s): Designate individual Leadership Trainers from within state agencies either through staff development or as a part of staff development.

- Like a mini Leadership Academy within the agency.
- Identify Resources available to provide toolkits for leaders within agencies.

IMPROVEMENT STRATEGY 3:

- Develop a registry of Leadership Academy Alums to become mentors to incoming Leadership Academy participants or recent graduates.
- Mentors from current Leadership Academy group (voluntary basis).

OTHER IDEAS TO CONSIDER:



Regional Leadership Academy (Eastern, Central, Western)

- Appoint a Regional Leadership Academy Team from various agencies throughout the state to bring Leadership Academy to areas closer to home.

Individual Agency Mentorship programs:

- Support and encourage individual agencies to develop mentorship or leadership academies at their worksites.



Training Opportunities:

- Notifications of great leadership trainings and opportunities similar to the notifications that go out in emails like Leadership Library .
- Leadership alums attend Statewide Leadership that's through the Governor's office.

DMH Newsletter from our Statewide Leadership

- Quarterly or Yearly Newsletter - Outlining how the year went, what's new in DMH, highlight an agency and what they do, list the DMH employees for the entire year, notes from the Director's desk, etc.

Emerging leaders need mentors to guide them, but they also need a network of peers to reassure them that they are not on the path alone.

- Alyse Nelson, President & CEO Vital Voices



QUESTIONS

