



Executive Director Fellowship

March 15, 2024

Introductions and Activity

Speed Networking

- Name, agency
- 1-2 Conversation Cards

Switch Partners when timer goes off

Session 1: Leading from Within

Agenda

- Introductions and Activity
- Program Overview
- Expectations
- Recognizing the Strengths and Struggles
- Lunch + Personality Assessment
- Mentor Moment- Rob McCreary
- Advocating for Self and the Importance of Self Care
- Break
- ED Roles and Responsibilities
- Personal Leadership Styles
- Closing Thoughts

Program Overview

- Learning, Listening, Sharing
- Learning Themes
- Exercises
- Take Home Materials
- Mentor Moments
- Reading Recommendations

Upcoming Sessions

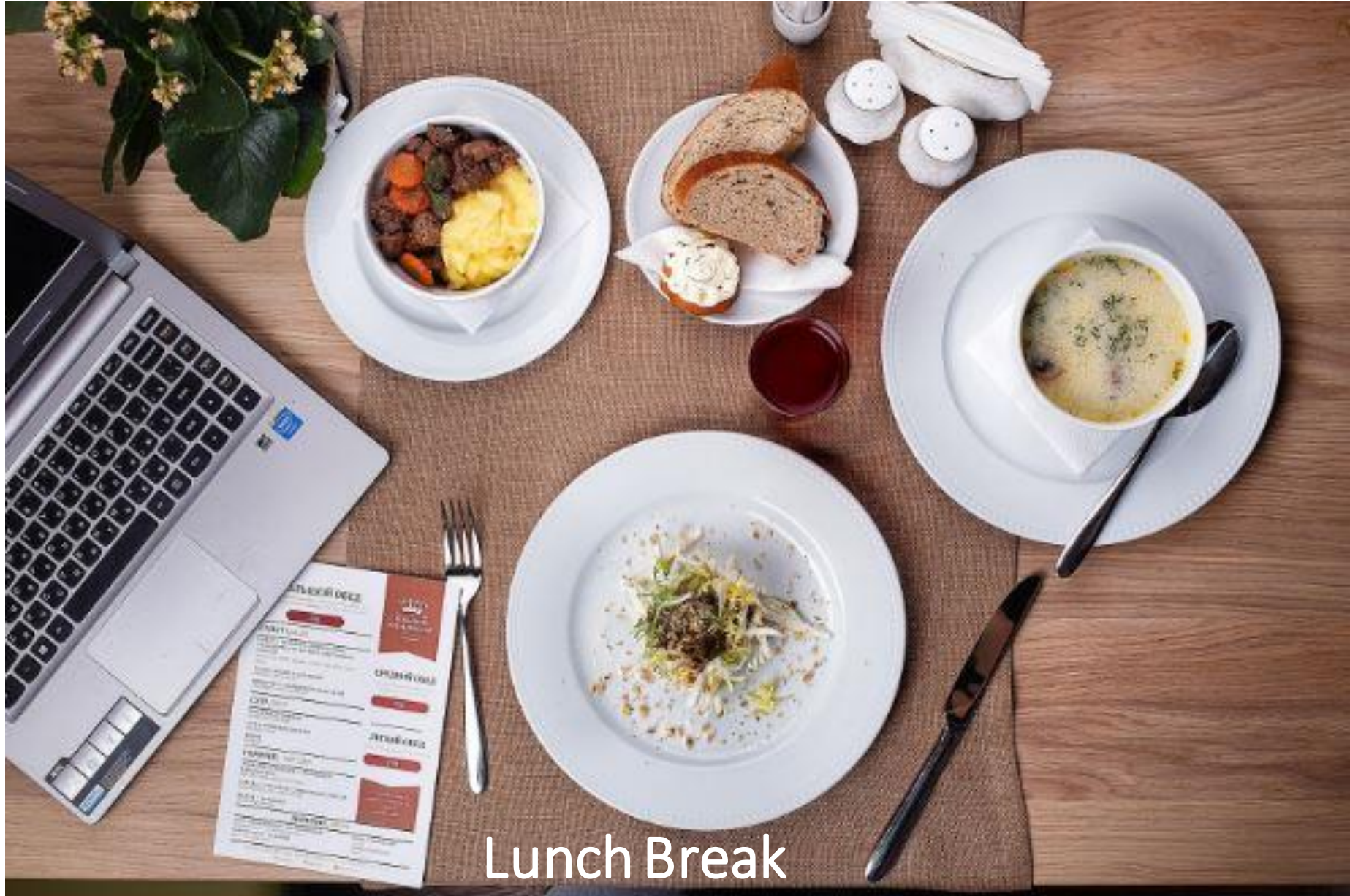
- Session 1: Leading with others
- Session 2: Leading With Others
- Session 3: Planning for Success
- Session 4: Linking Money and Mission
- Session 5: Connecting with Stakeholders
- Session 6: Growing the People and SafeGuarding the Mission

Understanding Your Expectations

- What are you looking to learn during this fellowship?
- What will make you happy you participated?
- What will disappoint you?

Strengths and Struggles- Exercise

<https://www.16personalities.com/>



Lunch Break


Mentor Moment- Rob McCreary

Advocating For Self

Self-advocacy means taking the initiative to communicate your needs and wants to others to support your overall well-being.

To self-advocate means to speak up and promote your best interests.

Advocating for yourself is becoming your biggest ally.



Self-advocacy at work is about gaining access to opportunities and resources that serve you and the future you want and surfacing your contributions (especially those that might otherwise fly under the radar) to your board and staff.

It's mindful and deliberate participation in your future.

Barriers for self-advocacy in the workplace

- Power Dynamics
- Confidence v. Arrogance
- Systemic –isms
- Conflict Avoidance
- Others?

What do you do?

- There's an upcoming conference that will really help you overcome a challenge. Unfortunately, your predecessor didn't budget for professional development.
- You were told during the interview there was an accountant only to learn that person is very part-time and only does audit tasks. Surprise! You're expected to also be the bookkeeper.
- A major site visit will happen at the same time as your vacation. Your presence at the site visit is required and no other date is available.

Self Care

the practice of taking action to preserve or improve one's own health
the practice of taking an active role in protecting one's own well-being and happiness, in particular during periods of stress.

How Do You Take Care of Yourself?



ED Responsibilities

- Activity

What are Your Weights? (group exercise)



Understanding Stress With a Glass Of Water



How Long Do You Want to Hold the Glass?



Strategies to Reduce Hold Time



16 Personalities

Understanding
Your Personal
Leadership Style



What are your takeaways from today? How will you use what you've learned?

aha moment

a moment of sudden
realization, inspiration,
insight, recognition,
or comprehension

Definition from the Merriam-Webster Dictionary

Next Sessions

- Session 2: Leading With Others, March 28, 9- 10:30 am, Virtual
- Session 3: Planning for Success, April 11, 9- 10:30 am, Virtual
- Session 4: Linking Money and Mission, April 25, 9- 10:30 am, Virtual
- Session 5: Connecting with Stakeholders, May 9, 9- 10:30 am, Virtual
- Session 6: Growing the People and Safe Guarding the Mission, May 31, 9- 1 pm, Buena Vista (in New Castle)

**Visit DANA Website for ED Fellowship Portal for materials and additional reading
(link coming tomorrow 3/14)**