NYC Children | Workforce Institute

WELCOME!

Collective Grounding

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ACS WI's Participatory Leadership (PL): The Bigger Picture

- We want to hear voices and encourage leadership from everyone at WI.
- We want everyone to experience Participatory Leadership (PL) whether or not you are involved with any "official" PL work around it or not.
- We think PL is key to our culture and to our mission of improving the lives of children and families in NYC.

THE OUTSIDE

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Purpose

- To continue to learn more about Participatory Leadership (PL) and how PL is happening across the organization.
- To connect with each other and share our experiences to help us build, advance, and sustain Workforce Institute's culture.
- To articulate some of the leadership we each could be taking at Workforce Institute at this time to build PL into our culture.

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Agenda

- Welcome & Framing
- Check-In / Activity
- Teach and Conversation:

  Participatory Leadership Principles
- BREAK
- Conversation: Advancing Our Culture
- PL Collaborative Presentations
- Leadership Competencies Activity
- Next Steps
- Close

THE OUTSIDE

THE OUTSIDE

Everything we do is how change begins.

Virtual participation includes….

- Type / enter your name
- Speak from your experience. Listen to learn.
- Please mute when not speaking. Camera on (when possible).
- Presence, patience, and empathy.
- There is no right or wrong.
- Allow for guidance and facilitation.

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Let's get a pulse…

- How much do you know about Participatory Leadership (PL) already?

Mentimeter

Visit www.menti.com and use the code: 1304 8067; OR
use this link: https://www.menti.com/yw22koejgv

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Group Check-In:

Share examples (at least one!) of what Participatory Leadership (PL) looks like on your team.

Instructions:

- Zoom Breakouts: Conversation - Introduce yourself, your role, & share one place where PL shows up (10 mins).
- Come back to Plenary: Share your example in the Zoom chat. Hear a few out. (5 mins)

THE OUTSIDE

BREAK OUT…
See you in 10 mins

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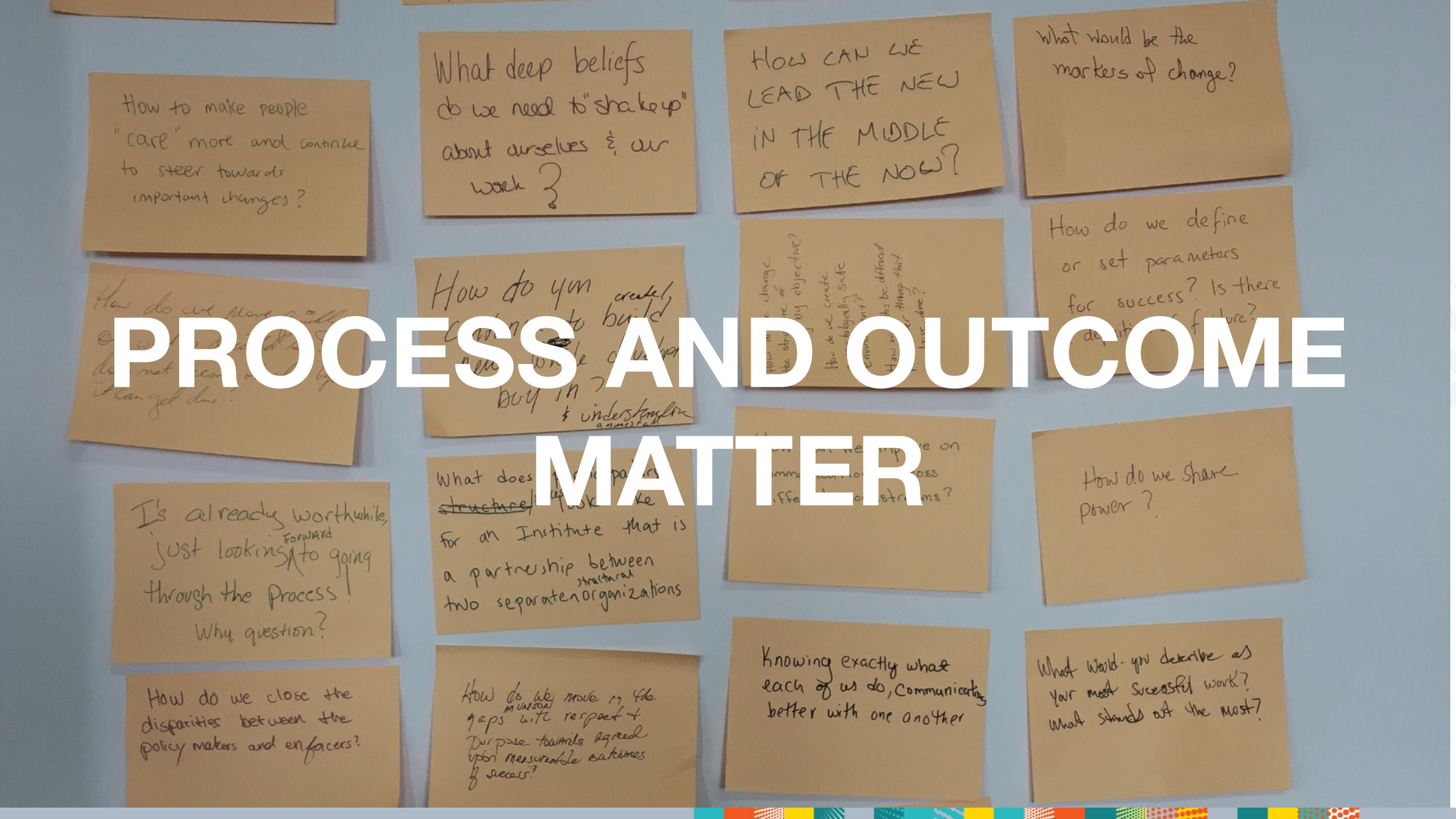
VISION: Empowered staff who are responsive and effective in their roles and deliver services throughout NYC with competence, empathy, and respect so that all children are safe and thrive in strong families and communities.

MISSION: ACS Workforce Institute bridges best case practice to child welfare and youth justice outcomes. We provide professional development opportunities and coaching to support a culture of continuous learning among direct service staff and their supervisors. We prepare staff to deliver services that build on family strengths and reflect the unique needs of each child.

THE OUTSIDE

WE’RE SMARTER
TOGETHER

EVERYONE HAS A VOICE
BUT NOT EVERYONE
GETS THEIR WAY



PROCESS AND OUTCOME MATTER

PRIORITIZE EQUITY

REFLECTION IS TOO
IMPORTANT TO LEAVE TO
CHANCE

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Zoom Breakout Time!

PL Contribution to Mission & Vision

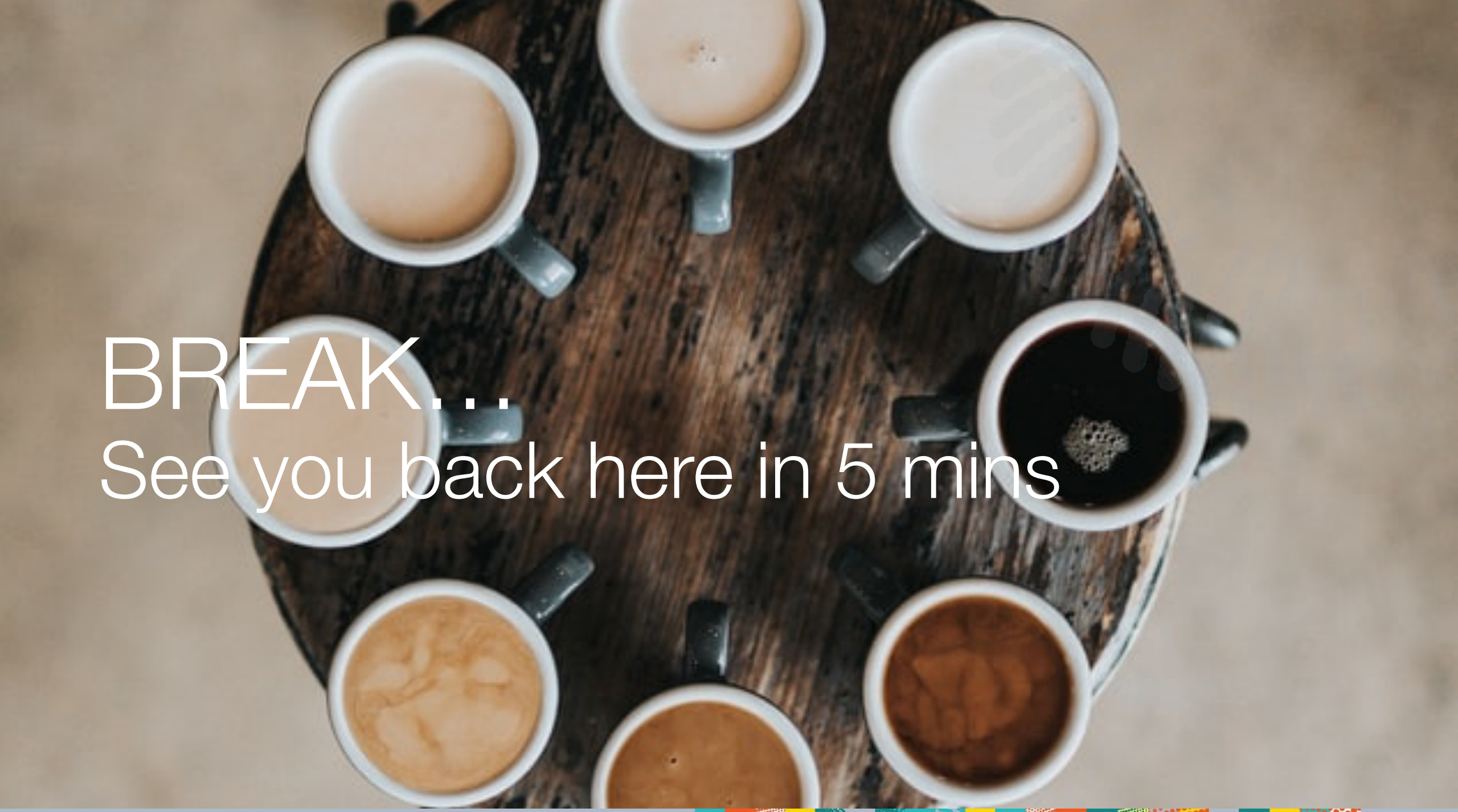
How do these principles help us better meet our overall mission and vision of NYC ACS WI?

Instructions:

- Zoom Breakouts: Conversation (15 mins).
- Come back to Plenary: Put key insights in the Zoom chat. Hear a report out. (5 mins)

THE OUTSIDE

BREAK OUT…
See you in 15 mins


BREAK...
See you back here in 5 mins

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Advancing Our Culture: How can we build, advance, & sustain WI Community Culture?

Instructions:

- We are going to breakout into groups for two rounds of conversation.
- Each group will be responding to two questions per round.
- Each group is asked to nominate a scribe to share screen and enter their responses into GroupMap.

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GroupMap! Our online collaboration platform:

https://join.groupmap.com/FED-179-547

Please keep your GroupMap browser open the entire session as we will be going back and forth.

Think better together. Online brainstorming and group decision-making

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Zoom Breakout Time!

Advancing Our Culture: How can we build, advance, & sustain WI Community Culture?

Round 1 (12 min)

- Why is community important in our work?
- What are the traits of a positive working community?

THE OUTSIDE

BREAK OUT…
See you in 12 mins

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Zoom Breakout Time!

Advancing Our Culture: How can we build, advance, & sustain WI Community Culture?

Round 2 (12 min)

- How are we building participation and community in WI?
- What can we do to strengthen our efforts?

THE OUTSIDE

BREAK OUT…
See you in 12 mins

Reflection Round (2 mins):

What will I do to participate in building community at Workforce Institute?

Those who wish to share are asked to come off mute and speak in to the whole group.

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ACS WI: Participatory Leadership Collaborative Presentations

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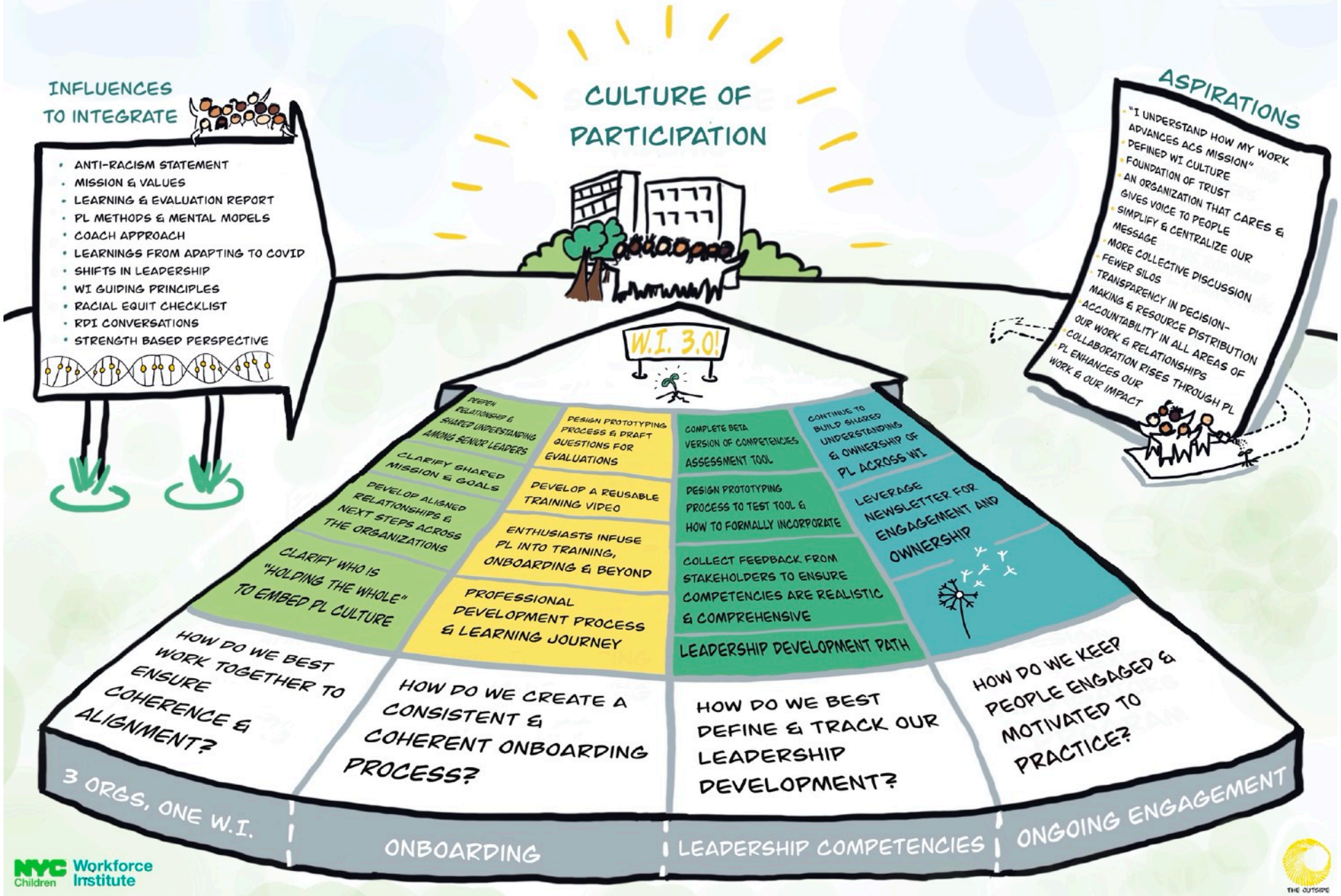
HOW DO WE EMBED PL INTO WORKFORCE INSTITUTE?

VERSION 1.5
MAY 23RD



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Presentation: Leadership Alignment

Key Activities:

- Meet with the four leads of the organizations to discuss mission, vision, and values.
- Determine the right roles and relationships between us moving forward.
- Connect with each other as leaders to build our own relationships and clarity together about the work

Our Aspirations:

- Further build WI community to better deliver on the ACS mission and vision of improving the lives of children and families.
- Grow our existing good work together and identify areas of need going forward.

Tangible change you can expect to see:

- An articulation of the shared values across the three organizations.
- Clear role articulation of each of our organizations and what that means for the work going forward.
- Improved systems and processes to help us be successful across the organizations.
- intentional meetings with staff from 3 workstreams to work together on projects that overlap.

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Presentation: Onboarding

Our Aspirations:

- To create a consistent experience that lays a foundation of shared understanding that fosters clear personal responsibility and organizational accountability and invites new people to join our very special community.
- Clear and consistent process across entities for onboarding new hires.
- Increased shared understanding of mission, vision, guiding principles.

Key Activities:

- GAP analysis.
- Smartsheet Onboarding Process for In-Person and Virtual Onboarding.
- Virtual (Smartsheet) Onboarding Portal.
- Meet & Greet.
- Learning Journeys Passport (Foundational PD).
- 30- & 90-day onboarding experience survey & evaluation.

Tangible change you can expect to see:

- Use of Onboarding Portal in the new hire process.
- Hiring managers - process for tracking the onboarding experience.

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Presentation: Leadership Competencies

Our Aspirations:

- To ensure that we have shared expectations and consistency across the board with knowledge and expertise necessary to advance the culture of leadership at WI and support the development of aspiring leaders.

Key Activities:

- Determining Key Competencies.
- Categorized & Defined Key Competencies.
- Extended Governance Review.
- Leadership Learning Journey's – Connecting Competencies with PD.

Tangible change you can expect to see:

- Tool for self assessment regarding personal leadership.
- Alignment of PD with Leadership Journey.
- Clarity around WI's concept of leadership.

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Leadership Competencies Activity

THE OUTSIDE

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Leadership Competencies Activity:

Instructions:

Your Team will have 10 minutes to assess the situation and determine which competencies are needed for a team to address the issue.

We will break out into teams of 3-4:

- Introduce yourself & your role;
- Select a Notetaker and a Reporter;
- Ensure you have access to the graphic;
- Check chat for your scenario (Breakout room number is your Scenario number)
- Read scenario and apply competencies.

THE OUTSIDE

Leadership Competencies

MANAGING SELF

- **Emotional Intelligence**
  - Empathy
  - Self-Awareness
  - Courage
  - Integrity
  - Humility
- **Interpersonal Skills**
  - Persuasion
  - Authentic Listening
  - Communication
  - Cooperation
  - Relationship Building
- **Time Management**
  - Planning Skills
  - Organization
- **Creativity**
  - Imagination
  - Innovation
- **Accountability**
  - Ethics

the ability to regulate one's emotions, thoughts, and behaviors effectively to take control of one's work.

MANAGING OTHERS

- **Talent Development**
  - Identifying/Building Talent
  - Commitment to Development & Growth
  - Building Community
- **Team Management**
  - Coaching
  - Transparency
  - Building Trust
  - Empowering
  - Motivating
  - Delegating
- **Diversity & Inclusion**
  - Cultural Humility
  - Social Justice Oriented
  - Commitment to Equity
- **Conflict Management**
  - Resolving and managing conflict
  - Leveraging conflict for learning & results

the process of training, motivating and directing employees to optimize workplace productivity and promote professional growth.

POSITIONAL

- **Positional Expertise**
  - Knowledge of Role
  - Continuous Learning
- **Business Acumen**
  - Budget Knowledge
  - Decisional Impact Awareness
  - Industry Best Practice Knowledge
  - Commitment to Process Improvement
- **Problem Solving & Decision Making**
  - Goal Setting
  - Critical Thinking
  - Solution Oriented
  - Performance Mgmt
- **Managing Bureaucracy**
  - Negotiation Skills
  - Competing Demands
- **Stakeholder Mgmt**
  - Relationship Building/ Sustaining
  - Customer Focused

the knowledge, skills and abilities required to fulfill the role and responsibilities associated with one's titles and job description.

ORGANIZATIONAL

- **Strategic Thinking**
  - Foresight
  - Analytical Skills
  - System, Organizational, Situational Analysis
  - Risk Mitigation & Management
- **Vision**
  - Future/Growth Oriented
  - Goal Setting
  - Agility/Adaptability
  - Change Management
- **Stewardship**
  - Inspirational Leadership
  - Advocate for Social Justice
- **Ethics**
  - Honesty
  - Transparency
  - Respect
- **Information Technology**
  - Transforming Data into Insight
  - Leveraging systems and technology

setting strategic goals for the organization while motivating individuals within to successfully carry out assignments in service to those goals.

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Check-Out:
In a word… how am I feeling as I leave our session today?
Mentimeter
Visit www.menti.com and use the code: 1304 8067; OR
use this link: https://www.menti.com/yw22koejgv
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NO EASY ANSWERS!

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