



Inspire Action for Social Change
Inspired Boost

**Series on Leadership & Sustainability
Strategies for Supervised Visitation
Programs**

**Part 2: Leading with Intentionality
March 16, 2023**

Presented by
Alicia Williamson MSW, LSW



Leading with Intentionality

Transitioning into Leadership

Alicia Williamson MSW , LSW

Objectives

- Gain insight on leadership styles and their impact
- Learn how to manage different personalities and use this knowledge to motivate your team
- Develop a leadership strategy that fits your personality and the diverse needs and motivations of your team

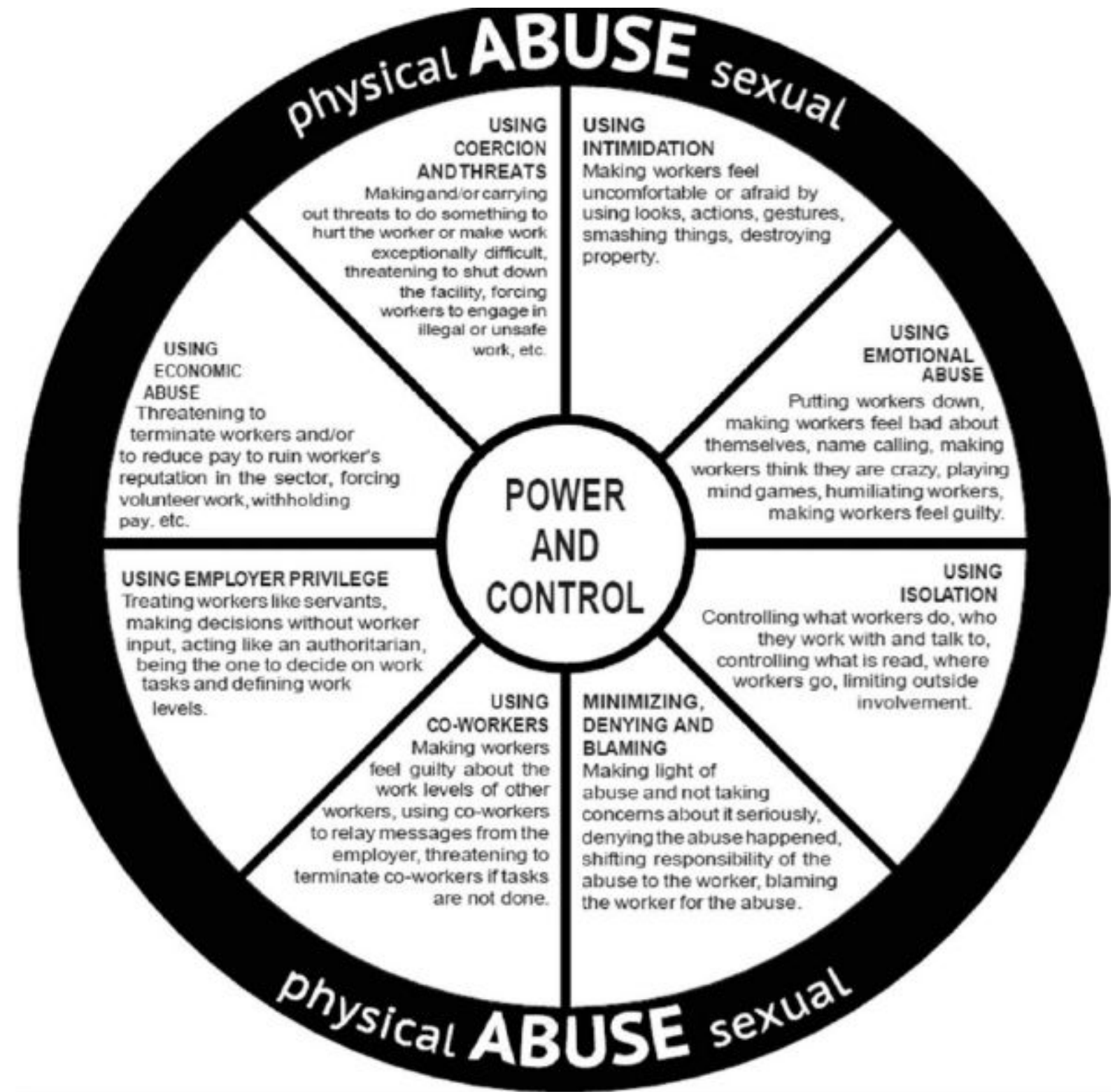


“Daring leaders work to make sure people can be themselves and feel a sense of belonging.”

Brene Brown

Workplace Power and Control Wheel

•*Source.* Adapted from the Power-Control Wheel used in the Duluth Model (Domestic Abuse Intervention Programs [DAIP], n.d.).



Lewin's Basic Leadership Styles

Autocratic

Democratic

Laissez-faire

Motivation Techniques by Leadership Style

- Authoritarian- assigns tasks, uses instilling fear *or* respect to motivate
- Democratic- including employees in decision making process and are emotionally invested
- Laissez-Faire- empowering staff to take responsibility for their work, incentivizing creativity



Self-reflection Exercise (Breakout) Impacts of Leadership Style

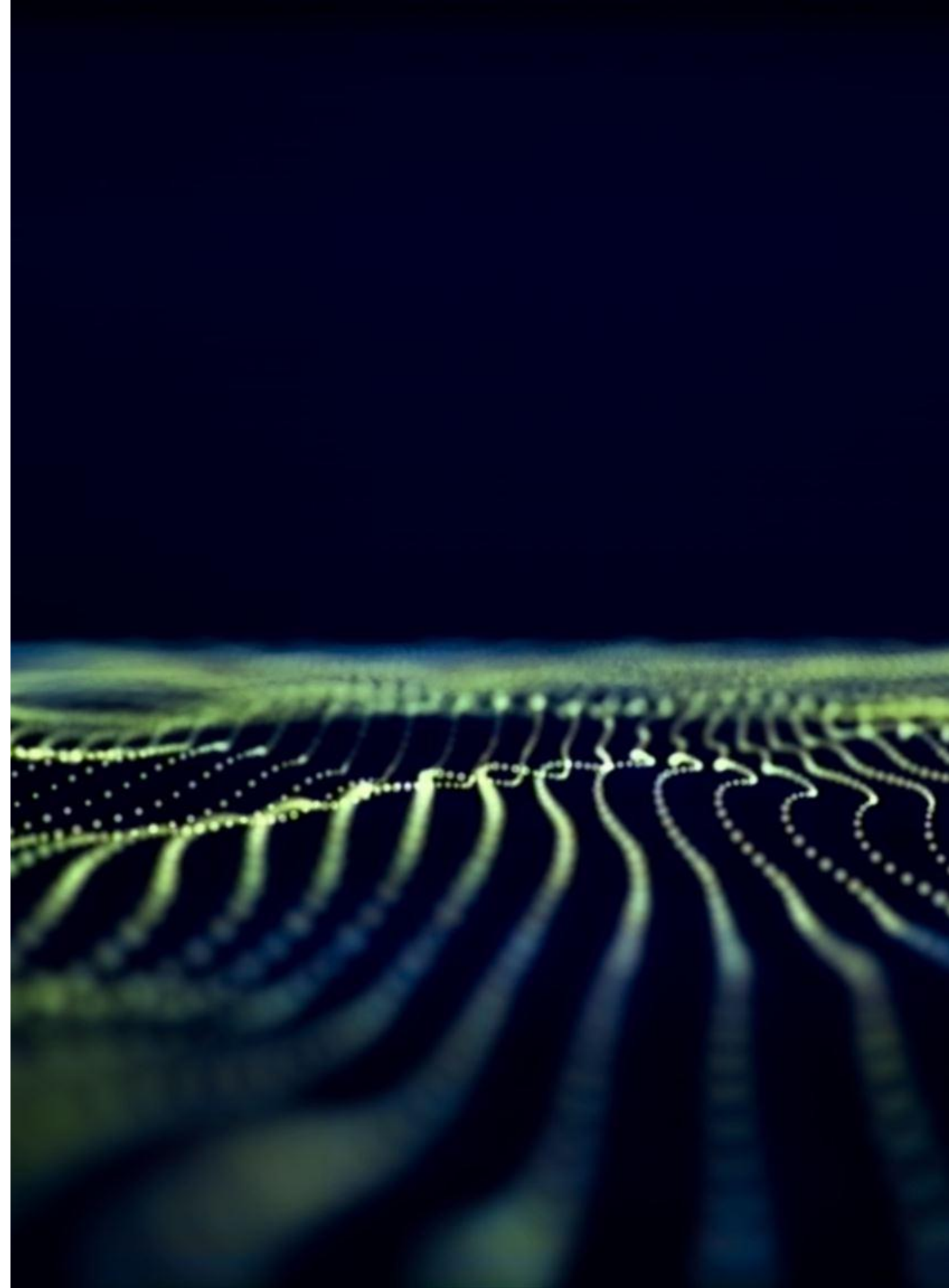
Leadership Style: The Four Tendencies

Upholders

Questioners

Obligers

Rebels



Motivation Using the Four Tendencies



Breakout Sessions

How would you
respond?



Adapting to Leadership- Developing Your Strategy



Developing a Plan



SELF-EXPLORATION: LEARN YOUR PERSONALITY TYPE AND HOW THAT INFLUENCES YOUR LEADERSHIP STYLE IN VARYING SITUATIONS



VULNERABILITY: UNDERSTAND YOUR STRENGTHS AND WEAKNESSES AND HOW THEY SHOW UP IN YOUR LEADERSHIP STYLE AND UNDER STRESS



KNOW VALUES: DECIDE WHAT YOU VALUE IN OTHER LEADERS AND LEARN WHAT YOUR TEAM VALUES



BUILDING TRUST



ACKNOWLEDGING AND RISING FROM MISTAKES

Questions?



Join us for the remaining session in this series:
Sustainability and Leadership

Part 5 - March 30: Financial Leadership and Sustainability I

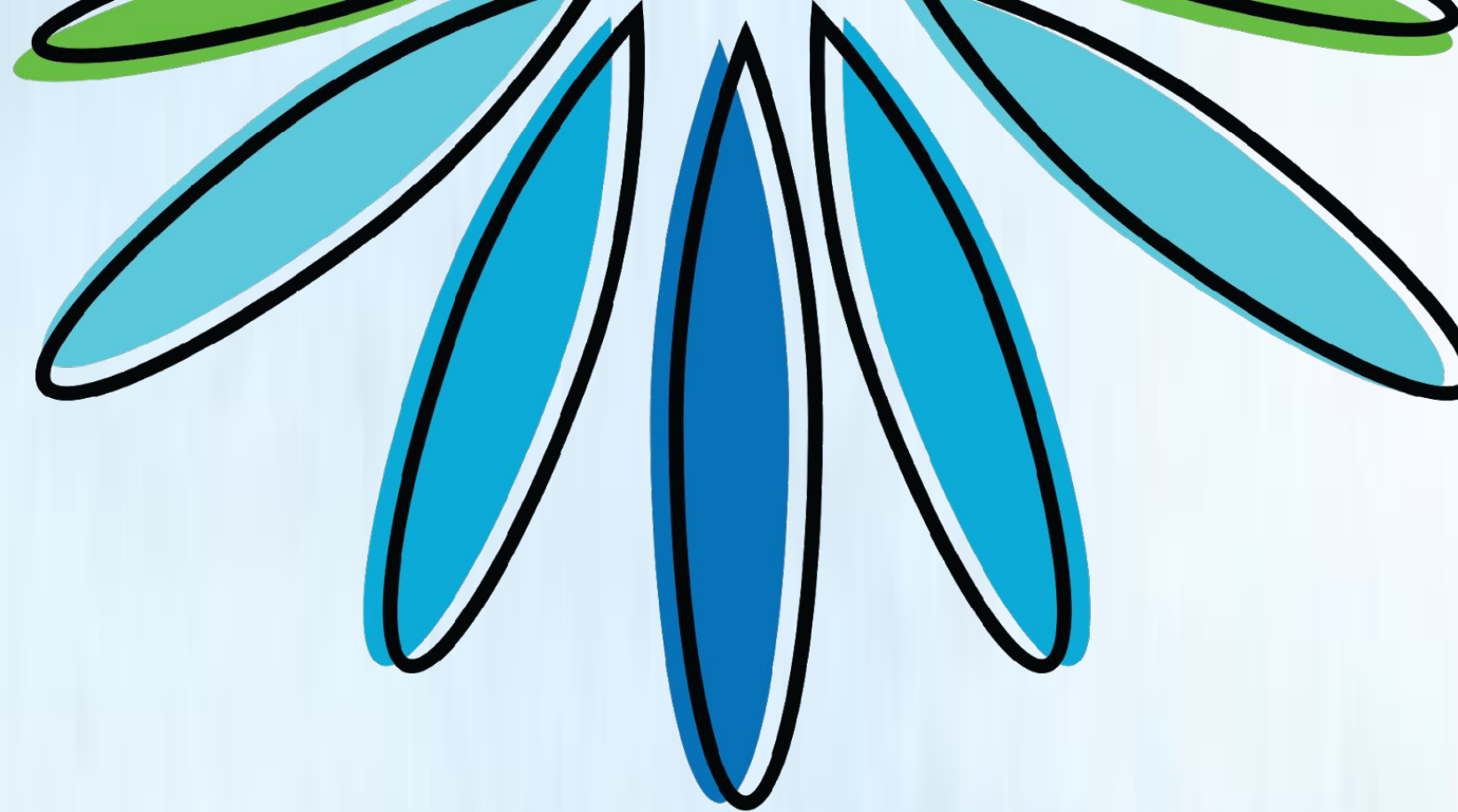
Part 6 - April 6: Financial Leadership and Sustainability II

Guest Trainer: Deborah Seinkopf

8-9:30 AM Hawaii / 10-11:30 AM Alaska / 11-12:30 AM Pacific / 12-1:30 PM Mountain

1-2:30 PM Central / 2-3:30 PM Eastern

Information and registration links for these sessions: <http://www.inspireactionforsocialchange.org/inspired-sessions>



We are here to provide you support - please contact us anytime!

Amrita Hanjrah (she/her): amrita@inspireactionforsocialchange.org

Beth McNamara (she/her): beth@inspireactionforsocialchange.org

Jennifer Rose (she/her): jennifer@inspireactionforsocialchange.org