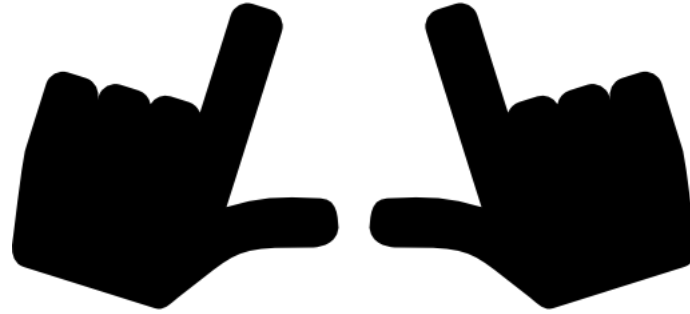




·CULTIVATING LEADERS OF TOMORROW·

Be || THE CHANGE

· LEADERSHIP INSTITUTE
PROFESSIONAL DEVELOPMENT FOR
TRANSGENDER WOMEN IN HIV PREVENTION
AND CARE ·



Be The Change II Presents

LEADERSHIP DEVELOPMENT:
Leading from your vantage point



“

When I dare to be powerful -
to use my strength in the
service of my vision, then it
becomes less and less
important whether I am
afraid.

AUDRE LORDE



Intendment

- **Goal:** Support Transgender HIV/AIDS workforce in effective implementation of high impact prevention projects
- **Objectives:**
 1. Define & describe leadership developments.
 2. Discuss the BED accountability framework in the context of tokenism and dual role employees
 3. Identify top 3 ways to advocate for a professional development Plan



Facilitator Introductions

Camille Lewis

- Empower-U Miami



Michael Everett

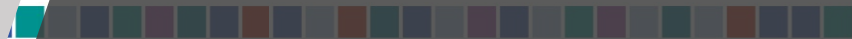
- ETR





- Participants are handed a picture with an image that they cannot show to anyone else.
- Participant are asked to put a story together based on their image, then find their place in this storyline. Participants are able to describe their images to one another. Then find the appropriate order in which they belong but are not allowed to reveal their image to others.

Ice breaker: ZOOM





- What is your public health Guiding Philosophy?
- Provide an example of a time you have applied your public health guiding philosophy

Leadership Development Defined

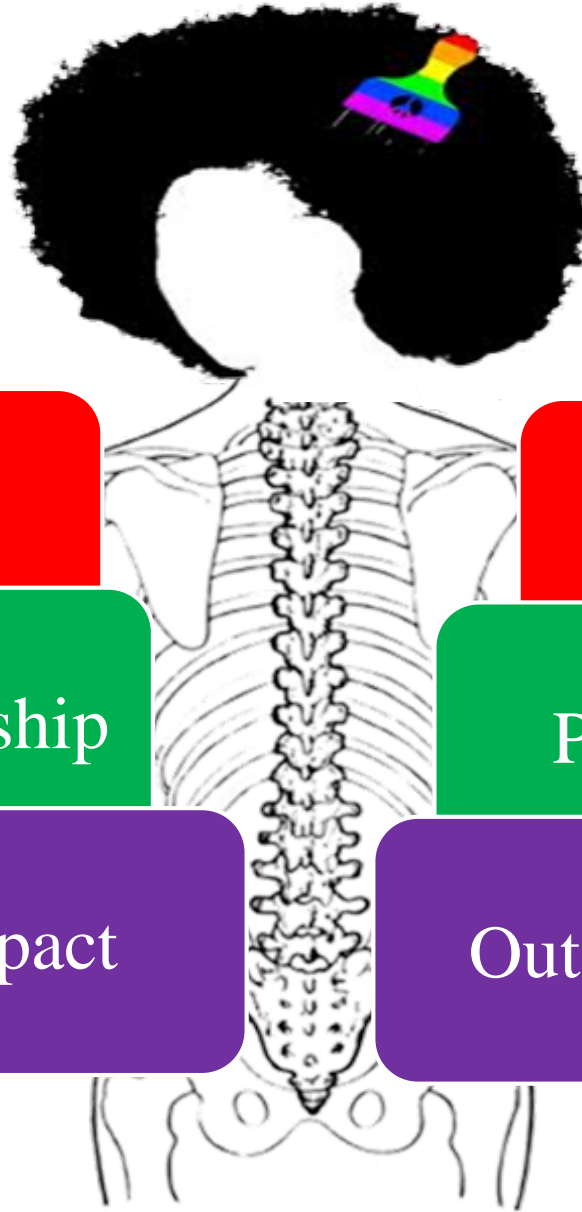
- Describes the process of leadership development as a process that expands the capacity of individuals to perform in leadership roles within organizations.
- Leadership roles are those that facilitate execution of a company's strategy through building alignment, winning mindshare and growing the capabilities of others



Think! Pair! Share! Leadership Quotes

LEADERSHIP
IS ABOUT MAKING OTHERS
BETTER AS A
RESULT OF YOUR PRESENCE
AND MAKING **SURE**
THAT IMPACT LASTS IN YOUR
ABSENCE.





Leadership

Management

Style

Task

Relationship

Process

Impact

Outcome

Evocation

Education



Are You Above or Below the Line?

Ownership
Accountable
Responsible



Blame
Excuses
Denial

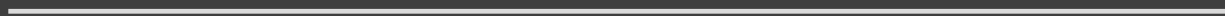


I TAKE FULL RESPONSIBILITY



memegenerator.net

BED



Above

Crisis Mode
Neglect,
Disorganization &
Dysfunction

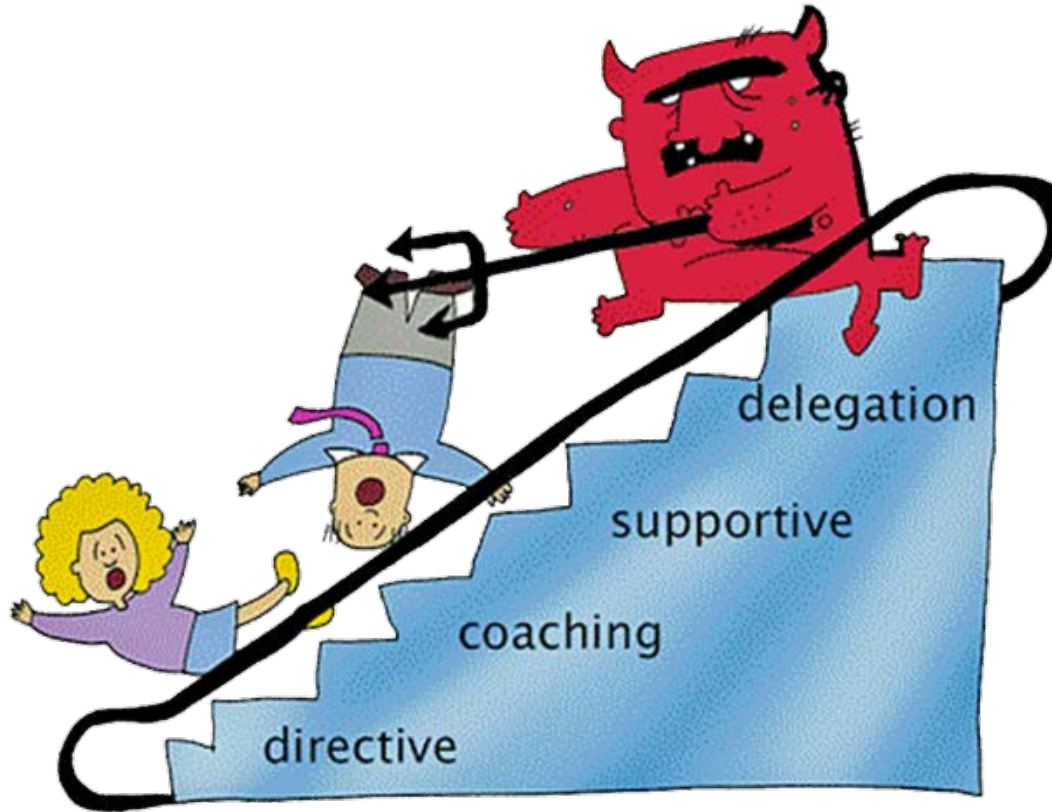


Protective Strategy
Equity, Wellness
& Wholeness

Below



Situational Leadership



Leadership Styles and Staff Development



OVER-SUPERVISED



MATCH



UNDER-SUPERVISED



Situational Leadership Match Chart

D4 Self Directed	STOP! Sever Mismatch	Mismatch	Near Match Proceed with Caution	MATCH!
D3 Involved	Mismatch	Near Match Proceed with Caution	MATCH!	Near Match Proceed with Caution
D2 Interested	Near Match Proceed with Caution	MATCH!	Near Match Proceed with Caution	Mismatch
D1 Dependent	MATCH!	Near Match Proceed with Caution	Mismatch	STOP! Sever Mismatch
	S1 Expert Leadership	S2 Motivator Sales Person Leadership	S3 Facilitator Leadership	S4 Delegator Leadership



3 ways to Support Professional Development

- **Identify your professional vision for yourself**
- **Identify & assess strengths and areas for desired improvement**
- **Create a plan of action**



Professional Development

Planning Exercise

Report & Reflections



What Can ETR Capacity Building Assistance (CBA) Do for You?

Organizational Development & Management

- Strategic Planning
- Board Development
- Grant Readiness
- Program Collaboration & Service Integration

HIP & Persons at High-risk

- EBIs and Public Health Strategies
- HIP Program Adaptation
- Recruitment & Retention
- Social Marketing

HIP & Persons Living with HIV

- EBIs & Public Health Strategies
- HIP Program Adaptation
- Recruitment & Retention
- Social Marketing

Process and Outcome Monitoring and Evaluation





Funded by Centers for Disease Control and Prevention

For Additional Information

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**Please visit the Institute webpage on
CISP site using the link below!**

<https://www.etr.org/cisp/access-resources/be-the-change-institute/>

