

The National Leadership Consortium on Developmental Disabilities 2008 Leadership Institutes

Summer 2008 Leadership Institute: July 20 - 25, 2008

University of Delaware • Newark, Delaware

Why a Leadership Institute?

In response to significant concern about training and support for the next generation of leaders in the developmental disabilities field, The National Leadership Consortium on Developmental Disabilities has been established at the University of Delaware. The goal of the Consortium is to develop effective leaders for organizations serving people with developmental disabilities. The Consortium serves both current executive-level leaders and those who will fill those roles in the future.

What does the Institute offer?

The Leadership Institute offers a select group of future leaders from organizations across the United States the opportunity to come together with a faculty of national experts on progressive supports for people with disabilities. The Institute supports the development of skilled leaders who are passionate about quality, have the management and financial skills needed to run solid not-for-profit businesses and government agencies, are capable of assembling top-notch teams of caring staff, and have a solid commitment to progressive values that assure lives of meaning and impact for the individuals receiving support.

The course emphasizes participation and collaboration. Extensive reading and structured assignments will be required in advance. Written assignments and individual and group participation during the week will be essential.

Who Should Apply?

This week-long, intensive leadership development program is designed for current executive-level leaders, those identified by their organizations as emerging leaders, and those who anticipate filling leadership roles in the future. Participants may work in areas of management or program leadership in organizations that provide, advocate for, or fund community-based services and supports for people with developmental disabilities and their families. Self-advocacy organization leaders are encouraged to apply.

How will attendees and their organizations benefit?

Participants will learn the skills needed to:

- Manage and sustain person-centered, values-based transformational change;
- Succeed in leadership challenges unique to the field of developmental disabilities;
- Challenge the status quo through experimentation and risk-taking;
- Set ambitious goals for yourself and your organization; and
- Build and sustain positive organizational culture and inspire the positive contribution of team members at all levels.

The National Leadership Consortium on Developmental Disabilities

Center for Disabilities Studies • University of Delaware

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For Questions: Mary Thomas (maryt@udel.edu) or
Nancy Weiss (nweiss@udel.edu)

The Leadership Institute is sponsored by:



The National Association of State Directors of
Developmental Disabilities Services



American Express
Foundation



Individualizing the Learning

After acceptance, each participant will be asked to submit a list of leadership and/or organizational challenges with which they and/or their organizations are currently dealing or will need to address in the near future. Is there a particular problem or threat your organization faces or will face in the coming years? Do you see the need for your organization to change service models to provide more individualized supports? Is a reorganization or change of top leadership expected in the near future? Are there funding issues with which your organization is struggling? Are you as a leader trying to change aspects of your leadership or management style? Do you need to tackle a new role with which you have less comfort or familiarity?

Participants will work in small groups on these leadership and organizational challenges. Focusing on these challenges with others who share your concerns will provide an opportunity to develop new perspectives, hone analytical skills and explore options with considerable support from the Institute faculty. Participants will analyze their organizational and leadership challenges both individually and in groups over the week and will leave with not only new skills for addressing challenges but with a network of relationships that can be drawn upon for support and advice well into the future.

The focus of the Leadership Institute is on determining and setting organizational direction, moving the organization to a high-performance model, and building a lifetime network of peers and leaders to sustain career growth.

***Apply now! Application is online:
www.nlcdd.org
Applications are due by
May 5th for the Summer Institute.***

Participants' Comments on the value of the past Leadership Institutes

"Years worth of knowledge packed into seven days. A week-long collaboration among national leaders and their successors. It was an opportunity to learn, network, and rekindle my passion."

Joseph Macbeth, New York State Association of Community & Residential Agencies, Albany, NY

"Thanks for the best week of my career!"
Kevin Hondl, Dakota Communities, Eagan, MN

"The Leadership Institute re-energized and renewed my passion for what I do."

Stephanie K. Grimes, Gateway Services, Inc., Princeton, IL

"The Leadership Institute exceeded my expectations. It was the most powerful week of professional development in my thirteen-year career in disability services."
Becky Hansen, Sioux Vocational Services, Sioux Falls, SD

"The Leadership Institute is an excellent opportunity to network, build relationships and learn new and creative ways to enhance the quality of supports for persons with disabilities. I came away rejuvenated and with new passion for my work."
Benjamin Stortz, Cornerstone Services, Inc., Joliet, IL

"The Leadership Institute is a phenomenal experience for growth and opportunity. It helped me to develop a vision for the future."

Eileen Durkin, Neumann Association, Chicago, IL

"If you don't want your world turned upside down, don't apply! If you're seeking real connection to others in the field and are interested in re-discovering shared values and pushing your organization to provide better services, stop everything and apply now!"

Jill Rushing, The North Carolina Council on Developmental Disabilities, Raleigh, NC

The 2008 Leadership Institute Faculty

Derrick F. Dufresne is the President of Community Resource Associates, a training and management consulting firm dedicated to promoting full community citizenship for people with disabilities.

Steven M. Eidelman is the first Robert Edelsohn Chair and Professor in the Field of Services for Adults with Developmental Disabilities, in the College of Human Services, Education and Public Policy and a Senior Fellow at the Center for Disabilities Studies at the University of Delaware.

James F. Gardner is the President and Chief Executive Officer of The Council on Quality and Leadership in Supports for People with Disabilities. From 1977 to 1986 he served as Director of Community Programs and then as Vice President for Community Program Development at The Kennedy Institute at The Johns Hopkins University.

Kim Hutchinson is the Executive Director of The Disability Funders Network. She has worked in the area of organizational crisis management, business turn-around, fundraising, community relations, and public and private partnerships. She has served as the President/CEO of voluntary health organizations focusing on the disability field.

K. Charlie Lakin is the director of the Research and Training Center on Community Living, University of Minnesota. He has more than 30 years experience in services to individuals with intellectual and developmental disabilities as a teacher, researcher, consultant and advocate.

Julie Petty is a self-advocate who is fully engaged in life. A 2004 graduate of the University of Arkansas with a BA in Journalism, Ms. Petty currently serves as the Chairperson for Self Advocates Becoming Empowered and State Coordinator of Arkansas People First.

Renee Pietrangelo is CEO of the American Network of Community Options and Resources (ANCOR). Her contributions include the creation of the ANCOR Foundation, a nonprofit education and research organization, and a National Advocacy Campaign to address the critical issues of staffing shortages and inadequate reimbursement for the supports and services providers offer.

Timothy J. Quinn has been the Executive Director of The Arc Northern Chesapeake Region since 1990. During this time the agency has moved from facility-based services to support services; accomplishments include the closing of an activity center, workshop and all group homes.

Patti Scott co-founded Neighbours, Inc. in 1995. Neighbours, Inc. is an innovative agency that affords people with disabilities the opportunity to take control of their own lives; to be self-directing. Ms. Scott is currently Chief Executive Officer of Neighbours, which is supporting individuals and families throughout NJ and southeastern Pennsylvania.

Michael Smull is the Chair of The Learning Community for Essential Lifestyle Planning (TLC-ELP), and Director of Support Development Associates. Mr. Smull has been working with people with disabilities for the past 33 years.

Lynne Seagle leads Hope House Foundation, an organization that supports people with disabilities in their own homes. She is experienced in fundraising, community development and partnership. Ms. Seagle provides consultation and training on progressive service delivery and participatory management throughout the United States and internationally.

Sue Swenson began working in this field when her middle son Charlie was diagnosed with a disability 25 years ago. Ms. Swenson was a Kennedy Fellow in the US Senate and served as US commissioner for developmental disabilities, executive director of the Kennedy Foundation, and CEO of The Arc US.

Nancy Thaler served as Pennsylvania's Deputy Secretary for Mental Retardation and is currently the CEO of The National Association of State Directors of Developmental Disabilities Services (NASDDDS).

Elizabeth Vasquez has over 25 years experience as a management consultant for not-for-profit organizations, government agencies, and for-profit companies in the US and internationally.

Nancy Ward is the Information Coordinator for the Medicaid Reference Desk. This website allows people to learn about their states' Medicaid system via the internet. Ms. Ward is a tireless advocate for people with disabilities, who has many causes

and works with numerous organizations that allow people with disabilities to expand their rights and freedoms by becoming an active participant in their community.

Nancy Weiss is the Co-Director of the National Leadership Consortium on Developmental Disabilities at the University of Delaware. She has worked in the disability field for over thirty years providing supported living services as well as family and positive behavioral supports.

Institute Highlights

- The class is limited to about thirty participants, offering opportunity for collaboration and an enduring network of support.
- The Leadership Institute will begin at 11 am on Sunday with a welcome luncheon and will end at noon on Friday.
- Classes will be held on the campus of the University of Delaware, approximately 50 minutes from Philadelphia and one hour from Baltimore.
- Participants must have the support of their organization or agency and applications must be accompanied by a statement of support to assure the positive impact of learning.
- The fee for the week is \$1,900 which includes materials, most lunches, and two dinners (breakfast is included in hotel cost). Travel and lodging are at the expense of the participant. A hotel block is reserved at a discount rate. Upon acceptance, payment must be made in advance and no later than June 20th for the Summer Institute. There will be no refunds after that date.
- Participants interested in receiving three University of Delaware graduate credits for the Leadership Institute will be required to pay an additional fee. Contact us for more information.
- A limited number of fellowships and scholarships are available for the Leadership Institutes. Please see www.nlccd.org for information.

The 2008 Leadership Institute

Fellowships & Scholarships Information

A limited number of fellowships and scholarships are available for participation in the University of Delaware Leadership Institute. These are provided through the generosity of Liberty Healthcare and The MENTOR Network Charitable Foundation. For more information about Liberty Healthcare see: www.libertyhealth.com; for more information about The MENTOR Network Charitable Foundation see: www.thementornetwork.com/foundation

Fellowships and scholarships are provided on the basis of both financial need and the impact the applicant is likely to have as a leader. Fellowship and scholarship applicants will be asked to provide a statement describing financial need, including organizational considerations (i.e., why your employer is unable to provide financial support for your participation in the Institute and/or personal considerations if relevant), as well as why the committee should give consideration to your request for support. You will also be asked to indicate whether the review committee should consider you for participation if a fellowship or scholarship is not available. Below is a description of the two options for financial support:

Liberty Healthcare Scholarship: In an effort to assure diversity and access to the Leadership Institute, The Liberty Healthcare Corporation has provided a scholarship that can be made available for a person with a disability or a family member to participate in the Leadership Institute. This scholarship provides tuition costs.

The MENTOR Network Charitable Foundation Fellowships: In an effort to recognize outstanding leadership potential in the field of human services, The MENTOR Network Charitable Foundation has created The MENTOR Leadership Fellows program. Up to five MENTOR fellowships will be provided. MENTOR Leadership Fellows will have their Institute tuition, travel costs, and hotel accommodations paid by The Foundation and they will be recognized as Fellows at the Institute as well as subsequent to their participation. Unfortunately, due to IRS restrictions, employees of The MENTOR Network are not eligible to receive a MENTOR Fellowship but are invited to discuss their interest in applying for the Leadership Institute with their supervisors.

The MENTOR Network Charitable Foundation is committed to transforming the delivery of human services through the generation of new ideas and best practices. The Foundation seeks to advance an agenda based on quality, accountability, and respect for the individual. The focus of giving is on organizations that take a fresh look -- through research, innovative thinking, direct care, and programming -- at how people with disabilities and youth and families facing emotional, behavioral and other challenges are cared for in our society. The Foundation also works to expand opportunity for the young people we serve through employment and educational support.

Applicants for a MENTOR Fellowship will be asked to provide a statement addressing what they see as the biggest challenges facing the field of human services and explaining how their own professional goals might contribute to helping to solve these challenges.

MENTOR Fellows will be encouraged to maintain contact with each other and with The MENTOR Network Charitable Foundation for the purposes of follow-up and outcome measurement. Upon completion of the Institute, Fellows will be asked to submit a brief statement discussing their experience and its impact on their professional lives.

The Leadership Institute Application Requirements

Please apply online at www.nlcdd.org. You will be asked to provide the following:

- **Your History:** A statement describing your number of years in field, the various jobs you have had in the field, the number of years you have been with current organization; and your role in your current position.
- **Your Organization:** A statement describing your organization's mission and the types of services that are provided. If you work for only one division of your agency, provide general organization-wide information and more specific information about your division.
- **Your Future:** A statement describing where you see yourself professionally in five years.
- An interest statement indicating why you are interested in attending the Leadership Institute and how you feel it will benefit you and your organization.
- A statement from your agency or organization stating why you would make a good participant in the Leadership Institute and how they will support you to implement the ideas and insights gained through your participation.
- If you are applying for a fellowship or scholarship, some additional information will be needed. Please see the website for details.

Applications must be submitted no later than **May 5, 2008 for the Summer Institute**. *Applicants will be notified of their status within three weeks of the closing date.*

The National Leadership Consortium on Developmental Disabilities

The National Leadership Consortium on Developmental Disabilities at the University of Delaware is a partnership of national developmental disabilities organizations that offers intensive week-long leadership institutes, distance learning opportunities, mentoring programs, continuing education programs, both undergraduate- and graduate-level campus-based programs, and a resource-rich website all aimed at improving the lives of people with developmental disabilities and their families.

- The American Association on Intellectual and Developmental Disabilities (formerly, The American Association on Mental Retardation, AAMR)
- ANCOR Foundation
- The Arc of the United States
- Association of University Centers on Disabilities (AUCD)
- The Council on Quality and Leadership (CQL)
- Human Services Research Institute (HSRI)
- The Learning Community for Essential Lifestyle Planning
- National Association of State Directors of Developmental Disabilities Services (NASDDDS)
- National Association of Councils on Developmental Disabilities



The Learning Community
for persons centered practices



The National Association
of State Directors of
Developmental Disabilities Services