



Aspiring Leaders Lab

Episode 1

Summary Notes, Resources and Goal Planning

Leadership Tips for Aspiring Leaders: 10 things I Wish I had Known

By Host and Presenter: [Dr. Froswa Booker-Drew](#).

Leadership is something that many of us struggle with and within the gender-based violence movement, leadership capacity gaps can affect services for survivors. Good leaders have the ability to motivate, inspire, and influence. Leadership is about relationships and it's critical that we understand who we are and those who we serve internally and externally to have an impact. In this podcast episode, Dr. Froswa' Booker-Drew, shares lessons from her more than 30-year journey as a nonprofit leader and leadership professor. This includes serving as lead faculty and facilitator for the Professional Leadership Advancement program for leaders working on gender-based violence, led by the Futures Without Violence, [SOS Institute Project](#).

Key Qualities of an Aspiring Leader

- ✓ A constant learner, desiring to know more.
- ✓ Someone who is curious and with a desire to understand.
- ✓ Inspirational and aspirational, sets a vision for the organization and/or teams.
- ✓ Motivates people and models the behavior of what leadership should look like.

10 Leadership Lessons for Leaders within the Gender-Based Movement, based on the experience of Dr. Froswa' Booker-Drew

- 1) Know what you are good at and what your skills and your strengths are and not always focus on your weaknesses. Surround yourself with people who could compliment you in the areas that you are not good at.
- 2) Recognize that leadership is about how you help people grow and show up to be their best self in whatever they do. This responsibility changes the way that you operate and the way that people respond to you.
- 3) Create boundaries and figure out how to ensure that you have protective boundaries, so that you can show up and be your best self.
- 4) Recognize the importance of intergenerational collaboration. Don't allow your age, whether you're young or older, your age should not be an issue. Recognize that we need the wisdom of those who are more seasoned and have experience. We also need younger people because they bring innovation and creativity and a new lens.
- 5) Know your leadership style and how you lead and show up in good times and when you're stressed. Communicate your style to your team and learn about their style and help each other.
- 6) Be a learner and invest time in professional development. Continue to educate yourself, so that you can also help others grow.
- 7) Be comfortable with your faults and recognize possible mistakes, the goal is to get better every day. Mistakes are lessons and opportunities for growth. Be kind to people that apologize and own their mistakes.
- 8) Realize that there are multiple realities that exist at the same time. There are many ways to do things, different ideas and ways of operating.
- 9) Recognize and practice the three C's of leadership: collaborate, celebrate, and change.
 - a. Collaborate externally. Building partnerships in the community is part of centering people and creating a network of supportive resources.
 - b. Celebrate and relish those moments when we have done great.
 - c. Change is inevitable, we are evolving, and it's an opportunity. The people around you and organizations are evolving.
- 10) Build your social capital, your network and support system. You need a coach that's cheering you on. You need mentors that speak into your life and tell you their wisdom and their experiences. You need sponsors that are saying your names behind closed doors, opening opportunities for you and advocating your growth and on your behalf. Like organizations, individuals need a personal board of directors.

Considerations for creating a framework for equitable leadership, for programs addressing intimate partner violence.

- Co-leadership model helps build equitable leadership.
- Move away from a sense of urgency and give people the space to do their work.
- Give people room to make mistakes. In making mistakes, there are lessons that we learn and there is an opportunity for creativity and innovation.
- Give people time to rejuvenate, relax, and re-set away from their work, without interruption.
- Recognize that there are more than two or three ways of doing things and embrace multiple realities.
- Create space for other leaders to mentor, coach and sponsor others, so that they can grow in their roles within or outside the organization.
- Communication is also important for equitable leadership. Including communication that is open to criticism and listening to people that are not in agreement creates opportunities for learning and improvement.

Personal Learning and Goal Planning

- A. What are three lessons you learned through this podcast that you can apply to yourself, work, and/or your organization?
- B. What are three goals for your leadership development?
- C. What strategies, resources, people, and support could be helpful?
- D. What are your next steps?

Resources and Tools

- [Supporting Organizational Sustainability Institute \(SOS Institute\)](#), Futures Without Violence
- [Building Leadership for Social Impact Toolkit](#), Strategies for Social Change

Webinars with Resources, led by Futures Without Violence:

- [Living Our Values: Supervision and Feedback for Survivor-Serving Organizations](#) (webinar series)
- [Leading with Emotional Intelligence](#)
- [Shared Leadership in Survivor-Serving Organizations \(3-part Webinar Series\)](#)

Books:

1. [Rules of Engagement: Making Connections](#), Dr. Froswa' Booker Drew
2. [Building the Bridge As You Walk On It: A Guide for Leading Change](#), Robert E. Quinn
3. [You've Been Chosen: Thriving Through the Unexpected](#), Cynt Marshal
4. [8 Leadership Books about Black Women and Latinas That Will Amp Up Your CEO Game](#), Medium

Podcast:

[Dr. Froswa - 12 Things I Wish I Knew When I Started Leading Others Tips and Tools for Success](#)

**For information, resources, or technical assistance support, please contact
For information, resources, or technical assistance Futures Without Violence,
SOS Institute Project, at learning@futureswithoutviolence.org.**

This project was supported by Grant No. 15JOVW-21-GK-02206-MUMU, awarded by the Office on Violence Against Women, U.S. Department of Justice. The opinions, findings, conclusions, and recommendations expressed in this publication/program/ exhibition are those of the author(s) and do not necessarily reflect the views of the Department of Justice, Office on Violence Against Women.



Podcast Host

Dr. Froswa' Booker-Drew, *Founder and CEO, Soulstice Consultancy*

Dr. Froswa' Booker-Drew is the Founder and CEO of Soulstice Consultancy, specializing as a Partnership Broker and Leadership Expert for companies and organizations to thrive with measurable and meaningful impact. Dr. Booker-Drew is a passionate philanthropist and Co-Founder of HERitage Giving Circle. Her connectivity expertise and notable research is highlighted in quotes and profiles in major media such as Forbes, Huffington Post, Bustle, Ozy, and other outlets around the world. As a professional speaker, Dr. Booker-Drew educates and expands upon various subject matter such as social capital and networking, leadership, diversity, and community development. She is well-regarded by national and international audiences and served as a workshop presenter at the United Nations on the Access to Power.

Dr. Booker-Drew earned her Ph.D. from Antioch University in Leadership and Change. She also attended the Jean Baker Miller Institute at Wellesley for Relational Cultural Theory and Facilitator Training on Immunity to Change. Further, Dr. Booker-Drew completed training through UNICEF on Equity Based Evaluations. Dr. Booker-Drew is the published author of two (2) prior books, *Ready for a Revolution: 30 Days to Jolt Your Life* and *Rules of Engagement: Making Connections Last* as well as a writer for several publications including Business Woman Media, a global platform where she serves as an advice columnist for professional women. Dr. Booker-Drew offers her knowledge and expertise as a leading consultant, development trainer, keynote speaker and/or group facilitator in the following concentrated areas:

- Positive Organizational Development, Leadership Development and Training
- Social Capital, Partnership Identification and Brokering of Relationships
- Immunity to Change training based on the work of Kegan and Lahey of Harvard/Change Management
- Capacity Building for Nonprofits
- Strategic Planning
- Asset Mapping
- Professional Coaching (Individual and Organizational)
- Silence Retreats for Women