



SOS INSTITUTE

SUPPORT FOR YOUR ORGANIZATIONAL INFRASTRUCTURE: WHAT WE CAN DO FOR YOU

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Credit & Disclaimer

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Learning Objectives

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As a result of this webinar, you will be better able to:

- Identify elements of your organizational infrastructure that you might enhance or improve.
- Consider leadership strategies that will support staff and their work.
- Utilize resources, tools, and support available to enhance your organizational infrastructure and capacity.



Poll 1: What is your role at your organization?

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- Executive Director
- Program Staff
- Board member (past, present, or future!)
- Other



Poll 2: Number of employees

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How many employees are in your organization?

- 1-5
- 6-10
- 11-20
- 21-30
- 31-40
- More than 40



What is the SOS Institute?

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Supporting Organizational Sustainability Institute (SOS Institute)

Goals:

Support the infrastructure and capacity building of organizations to improve knowledge and maintain sustainability.

For:

OVW grantees & partner community-based organizations working on Domestic Violence, Dating Violence, Sexual Assault & Stalking.



Support, Training & Webinars

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❖ **Technical Assistance:**

Phone, email, Skype or other virtual methods for TA and trainings, and on-site technical assistance.

❖ **Resources:** Tools and sample templates

❖ **Webinars:** Live and recorded

❖ **Trainings:** [SOS Institute, May 15-17, 2019, Minneapolis, MN](#)



Organizational Elements for Success



Poll 3:

Is your organization facing challenges in any of these areas?

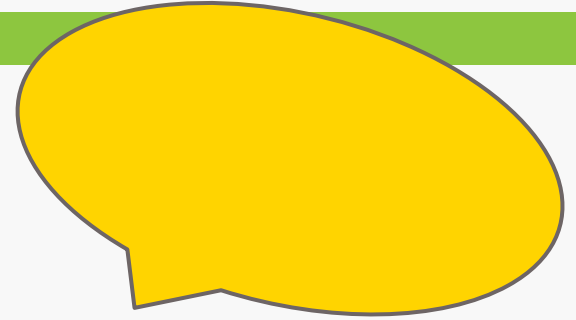
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- Mission & core values out of date
- Policies & Organization's Culture
- Leadership & Human Resources & Staff Retention
- Communication – Internal or external
- Planning Short or Long Term
- Succession Planning
- Governing Body/Board
- Transition – organizational changes
- Other: Please write in the chat box.



Chat 1: Strategies to Address Organizational Issues

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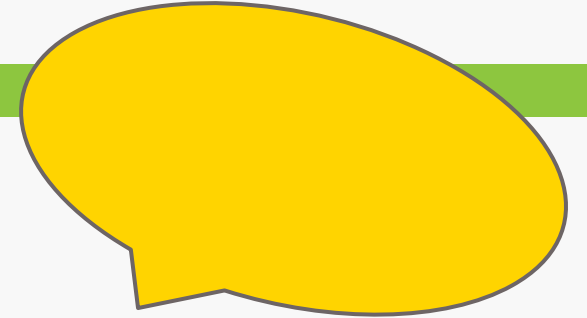


What information and/or tools do you rely on to help you with organizational challenges?



Chat 2: Leadership

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- Think of the best manager you have had.
What qualities did they possess that made you feel this way?

Use Chat.

- Think of the best leader you have known in a place where you have worked. Official leader or an unofficial leader.
What qualities did he or she possess?

Use Chat.



Different Types of Leadership 1

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- ❖ A leader offers the **vision**, but needs to be thinking about the path the individuals she's rallying will follow as they grow into that vision.
- ❖ A **mentor** may share with a mentee (or protégé) information about his or her own **career path**, as well as provide **guidance**, **motivation**, **emotional support**, and **role modeling**.



Different Types of Leadership 2

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❖ Supervisor Roles:

- ✓ Communicate organizational needs, oversee performance
- ✓ Provide guidance and support, identify development needs
- ✓ Manage relationship between staff and the organization

❖ Manager Roles:

- ✓ Attends to the **person's core needs**.
- ✓ Helps individuals develop their **strengths** in such a way that they can become a **happy, contributing, valued member of the team**.



Situational Leadership/Supervision

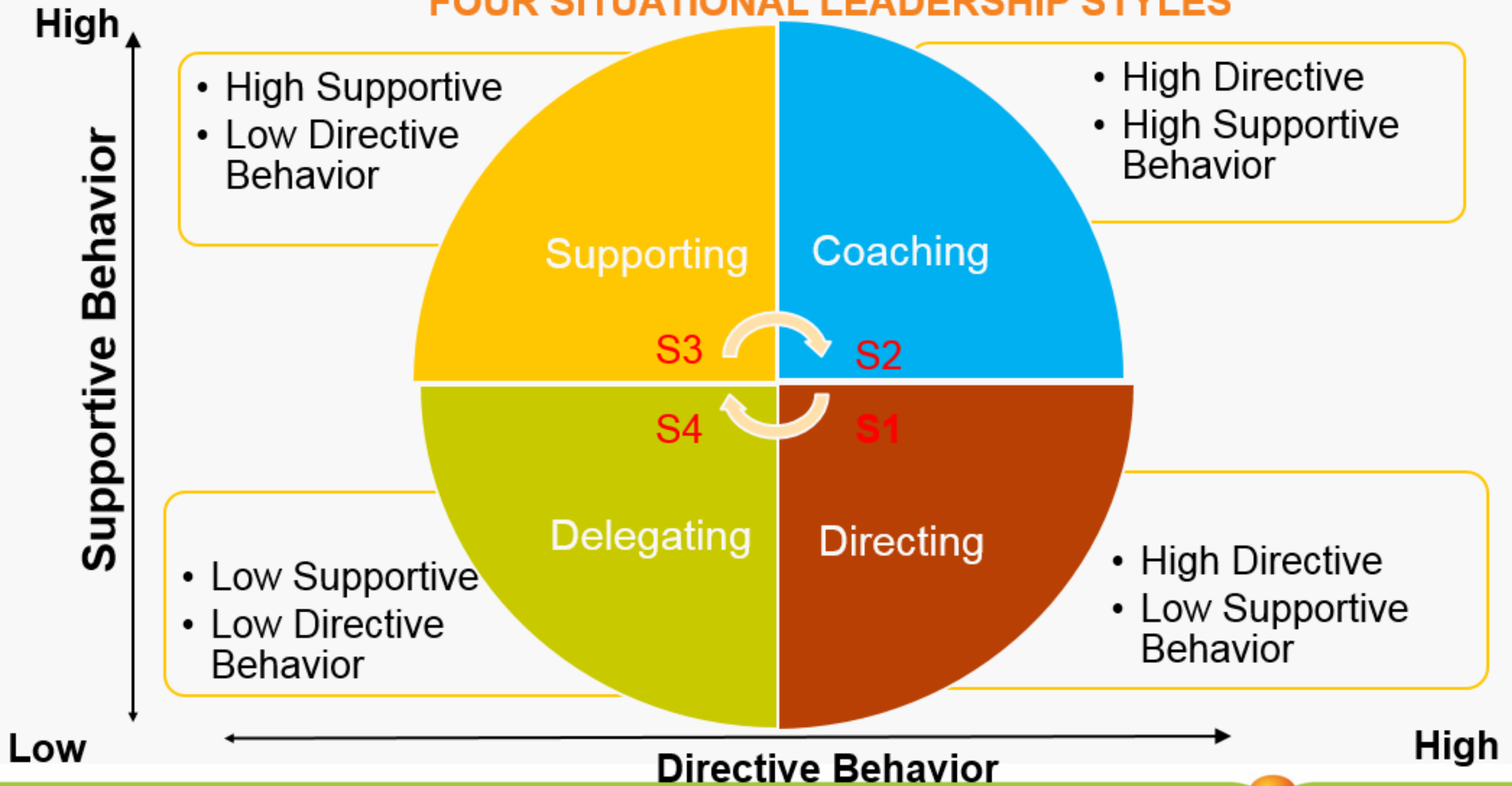
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Tenets of Situational Leadership

- There is no single "best" style of leadership or supervision.
- Effective leadership and supervision are task-relevant.
- Successful leaders/supervisors adapt their style to the competence and confidence of the individual or group they are attempting to lead or supervise.



FOUR SITUATIONAL LEADERSHIP STYLES



- High Supportive
- Low Directive Behavior

- High Directive
- High Supportive Behavior

- Low Supportive
- Low Directive Behavior

- High Directive
- Low Supportive Behavior

IMPORTANT!

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- The same staff person might need a different supervision style if the task OR the circumstances change!
- That's what makes this kind of supervision **SITUATIONAL.**



Staff Support

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Factors Affecting Staff

- Stress and vicarious trauma
- Personal trauma history
- Type of story
- Length of employment
- Always being empathetic
- Isolation

Protective Factors

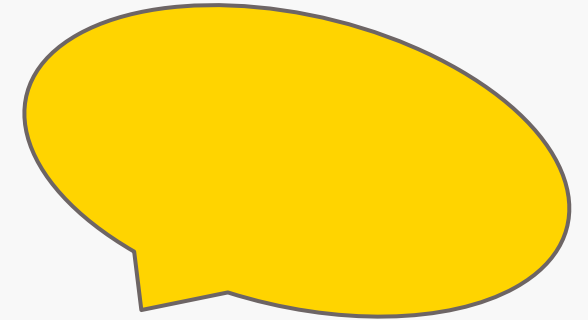
- Team spirit
- Training
- Balanced workload
- Supervision style matches staff
- Trauma-informed self-care



Chat 3: Staff Development Strategies Exchange

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Strategies that you have used to:



- Support the leadership of staff and others
- Develop the skills of staff to enhance services



Best Practices to Remember

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- As a leader of your organization, create the right environment for staff to thrive.
- Match the supervision style with each particular employee and situation.
- Explore practices that build on the strengths of staff for well-being, growth and sustainability.
- Promote peer coaching as a means for support and problem-solving.



SOS Institute Experiences

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Sample strategies that organizations have found helpful.



Next Steps & Upcoming Support Opportunities

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- ❖ **What resources, tools, or support would be helpful to your organization?**
- ❖ **Organizational Needs Assessment Form**
- ❖ **Upcoming training, webinars, resources, and professional leadership network.**

For more information, resources, or TA support, please contact Futures Without Violence. Attention: Mónica Arenas.

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Questions and Answers

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Please take a moment to provide your feedback on the webinar.

Evaluation & Request for Information & Certificate

The recording of the webinar will be posted on the FUTURES website in the next few days: <https://www.futureswithoutviolence.org/resources-events/webinars/>

**For questions and additional information,
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