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

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Learning Objectives

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?

- Executive Director
- Program Staff
- Board member (past, present, or future!)
- Other
Poll 2: Number of employees

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?

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

- **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

- Mission & Core Values
- Governing Body/Board
- Strategic Leadership
- Staff Development & Retention
- Human Resources Management
- Planning Short & Long Term
- Communication Internal & External
- Regular Program Review
- Healthy Policies & Culture
Poll 3:
Is your organization facing challenges in any of these areas?

- Mission & core values out of date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.
What information and/or tools do you rely on to help you with organizational challenges?
Chat 2: Leadership

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

- 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

 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

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

- Coaching
  - High Directive
  - High Supportive Behavior

- Directing
  - High Directive
  - Low Supportive Behavior

- Delegating
  - Low Supportive
  - Low Directive Behavior

Situational Leadership Styles Model developed by: Kenneth Blanchard and Paul Hersey
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

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

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

- 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.
Sample strategies that organizations have found helpful.
Next Steps & Upcoming Support Opportunities

- 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

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, please contact Mónica Arenas:
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