LEARNING LEADING CHANGING

A learning exchange series for university-agency partnerships

Engaging Emerging Leaders as a Retention Strategy

KEY TAKEAWAYS

To what degree does your program have actions in place to engage your emerging leaders?

- Fully
- Significantly
- Somewhat
- Slightly
- Not at all

Supporting New Child Welfare Leaders

- Formalize and offer mentorship and coaching
- Offer support on personal, professional, and academic development
- Identify and respond to individual specific needs
- Hold quarterly meetings with supervisors to address concerns and offer support
- Use performance reviews as an opportunity to give feedback (reviewing strengths and goals)

SESSION 3 OF 3

Event Date:
05/26/2022

Recording:
https://vimeo.com/714250657

PowerPoint Deck With Resources:
• Create opportunities for connecting with peers
• Integrate the Intercultural Development Inventory (IDI) across Title IV-E programs and within child welfare organizations
• Encourage and provide financial assistance to new child welfare workers so they can further their education within the social work field
• Provide opportunities for new workers to build new skills to move up the career ladder and share opportunities during the interview process and onboarding
• Use paraprofessionals to relieve some of the burden of paperwork
• Use “stay” interviews to discover additional supports needed
• Provide skill development and support around managing the stress of the work
• Develop individualized leadership plans and provide support that includes:
  - Addressing the personal, interpersonal, and organizational domains of leadership
  - Reviewing activities the individual is involved in to reach goals
  - Providing mentors for support
  - Tracking goals in biweekly seminars
  - Developing leadership classes to help those interested better understand the different positions
• Utilize colleges to recruit and train leaders

Beneficial Supports Identified by Students
• Identifying as a social worker and connecting with other social workers to boost confidence
• Proper and comprehensive training
• Mentorship from seasoned social workers when entering the field

Ongoing Professional Development
• Encourage current staff to obtain their MSW
• Set and track leadership goals throughout the year
• Spotlight work the students are doing by presenting goals or projects they’re working on
• Make sure students are at the forefront of what’s going on within the organization
• Ensure students and staff are involved in conversations and giving input
• Broadcast leadership development opportunities to all
• Encourage use of the NCWWI Leadership Self-Assessment and Tool Kit