

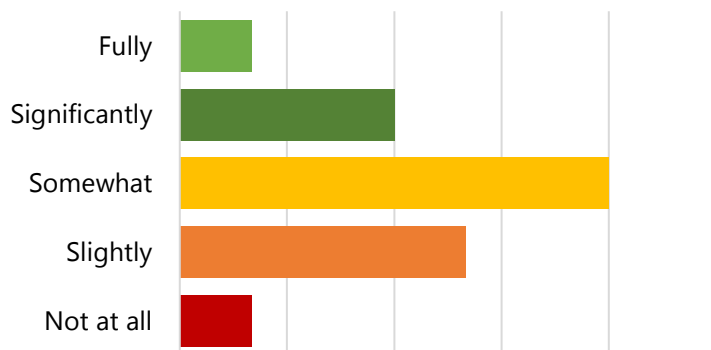
# LEARNING LEADING CHANGING

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?



### 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:**

<https://ncwwi.org/wp-content/uploads/2022/05/Engaging-Emerging-Leaders-PPT.pdf>



- 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](#)

