

The **Empowerment Skill for Leaders** Series will help you:

- Learn the core concepts and competencies of empowerment based leadership.
- Enhance your strengths-based communication skills to maintain mutually respectful relationships with families, staff members, collaborators and others.
- Practice using strengths-based assessment to balance staff support with accountability for program and agency outcomes.
- Practice techniques to reduce stress and to increase feelings of self-empowerment in daily activities.
- Develop a vision and plan for transforming your organization using the principles and practices of empowerment-based leadership.
- Participate in a leadership development series that combines the immediate benefits of professional networking along with future potential for interagency collaborations based on empowerment-based leadership.

The **Empowerment Skills for Leaders** Series provides an interactive, reflective, and supportive setting for supervisors and leaders to share and learn from each other.

Empowerment Skills for Leaders

Series Sessions:

FDC and the Empowered Workplace

Transforming Your Organization through Empowerment-based Leadership

Leadership and Self-Empowerment

Supervising with Skill and Heart

Cultural Competence

Tuition:

There is a \$150.00 tuition fee and \$35.00 for the text book “Empowerment Skills for Leaders— A Leader Handbook” payable at registration.

Credentialing:

There is also a \$200.00 credentialing fee charged by Cornell University, payable at the end of the course.



Empowerment Skills for Leaders

A 30-hour leadership development series for frontline supervisors and human service leaders based on the principles of the Family Development Training and Credentialing (FDC) Program

Sponsored by:

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What is the FDC?

The NYS Family Development Credential started in 1994 as a major interagency initiative to provide front-line workers with the professional skills and competencies needed to help families and individuals become more self-reliant with their communities.

To earn the NYS FDC credential, family workers take 90-hour Empowerment Skills for Workers interagency training, prepare a Skills Practice portfolio, and pass a credentialing exam. Cornell University issues the FDC credential. FDC credentialed workers may be eligible for seven up to twelve undergraduate college credits through Empire State College and 22 community colleges across the state.

Currently, there are more than 4,500 FDC credentialed workers in New York State with nine states establishing FDC systems nationwide.

What are the benefits and outcomes of FDC training?

Cornell research has documented these benefits:

- **Workers** develop effective skills in helping families set and achieve goals of healthy self-reliance.
- **Family members** who worked with FDC credentialed workers are better able to recognize their strengths, set goals and develop plans.
- **Organizations** increase their capacities to collaborate and staff feel motivated and validated.

What is the Empowerment Skills for Leaders Series?

Empowerment Skills for Leaders is a professional development training and credentialing program for frontline supervisors and other leaders interested in using empowerment-based leadership in their agencies.

It translates the core components and practices of empowerment-based family support presented in the *Empowerment Skills for Workers* curriculum within the context of relationships and mission of family-serving organizations.

Leaders who already have FDC credentialed staff in their organization will be able to enhance their organization's capacity for providing empowerment-based support using the same principles and practices that their family workers use with families.

Leaders who are considering FDC training for their frontline staff will learn practical ways to build their organizational capacities in areas of empowerment-based supervision, interagency collaboration, strengths-based assessment, multicultural competence and personal self-empowerment.

The Empowerment Skills for Leaders Series differs from traditional leadership development trainings in the following ways:

- *Empowerment Skills for Leaders* helps leaders build on skills and competencies workers have learned through **strengths-based family development training**. Most leadership training programs provide information about ways to use generic strategies in all purpose situations.
- *Empowerment Skills for Leaders* provides an **interactive, and reflective program that encourages personal and organizational transformation**. Most leadership training are conducted in one day, or time-intensive, large group seminars with little time for open discussion or personal reflection.
- *Empowerment Skill for leaders* was developed for **all levels of leadership from board members and executive directors to frontline supervisors**. Most leadership trainings are created for executive management or top administrators who then become responsible for implementing organizational change.
- *Empowerment Skills for Leaders* helps you **identify where empowerment based change within the organization can make meaningful differences in agency programs and outcomes**. Most leadership programs focus on teaching techniques to increase staff productivity without understanding that practices of the organization may also need to change in order to families to accomplish goals and agencies to achieve outcomes.