

Detailed Agenda

9:00 Welcome and Introductions

- Participants are given a sheet asking them to ID a leadership challenge they'd like to gain insight into through participation in this workshop
- Introductions around the room --- name, where from, and *very* briefly, if they wish, share the leadership challenge they identified

9:30 Introduction to the day's work

9:40 What is Leadership and How Does It Differ From Management?

- 1) View video clip: Qualities of a Good Leader (2:47)
- 2) View video clip on the difference between management and leadership. (4:16)
- 3) Brief group discussion

10:00 Pace Color Palette

Complete Pace Color Palette, break into color groups and discuss the following:

- What are the leadership strengths of your color?
- What happens when you don't bring your strengths into your work?
- What happens when you neglect to draw on your *other* colors?

10:40 Get coffee/snack and return to full group

Each group reports to the full group:

- The key strengths of their color
- How it contributes to their work and to the MCH field
- Did anyone have any "aha!" moments?

11:00 Tapping into your leadership potential: Mini-Lecture and Discussion

Read mini-case study if haven't already

View 20 minute video clip

Discussion for 20 to 25 minutes:

General:

- Are there leadership qualities/skills that are more (or less) in the comfort zone of your "color"?

Case Study:

- What leadership challenges does Pete face?
- What leadership qualities and skills will Pete need to move forward?
- If Pete shared your color, what strengths of your color could be most useful?

11:45 Reflection

- On sheet from beginning of day, participants answer:
 - What leadership strengths do you already have that you can draw on to meet that challenge?
 - What strengths and/or skills would you like to further develop?

12:00 LUNCH

12:45 Introduction to second half of the day.....

- 5 minutes: Discuss—How does conflict management relate to the leadership concepts we discussed earlier?
- 5 minutes: participants identify one to three situations in which they experience conflict (#1 on conflict self-reflection worksheet)
- Ask if anyone would like to share one type of situation in which they experience conflict (not specifics of a particular conflict or relationship—just the general idea)

1:00 Mini-Lecture Video, Part I: Perspectives on Conflict

25 minute video followed by discussion:

- Did anything in particular resonate with you or give you some insight into the conflict(s) you experience at work?
- What aspects of your “color” are strengths when facing conflict? Which are barriers to managing conflict effectively?
- In the scenario of the autism grant, what kinds of responses to conflict did you see (or would anticipate)?

1:50 Individual Reflection

- Complete numbers 2-4 on the self-reflection worksheet

2:05 Break**2:20 Mini-Lecture Video, Part II: Strategies for Navigating and Resolving Conflict**

22 minute video followed by 15 minute discussion:

- What is the nature of the differences evidenced in the autism grant scenario? (facts, goals, methods, values)
- What other factors play into the difference? (access to info, differences in status/position or roles/perspectives)
- Any new insights into strategies Pete might employ?

3:00 Diagnosing Disagreements

20 minutes—Working individually or as a team, complete a diagnosis of one of your identified conflicts using the Diagnosing Disagreements worksheet

3:20 Consultant Trios

45 minutes: Break into groups of 3. If the previous step was done as a team, no team members should be in your trio. Each member of the trio has 15 minutes to present their diagnosis/analysis and action steps and get feedback and recommendations from their consultants.

10 minutes: Have just 2 or 3 people volunteer to share highlights of their diagnosis/analysis and the input they received.

4:15 Closure and Planning

Complete ILDP worksheet

Ask people to share what they are going to do differently when they get back home – personally or professionally

4:30 Adjourn

Fill out feedback form before leaving