

Leadership Challenge Training – CPEF legacy work for building community capacity

One of the most significant differences that CPEF has made in our service delivery and/or methods of service delivery to children, youth and families has been through the legacy goal and subsequent strategy to build the leadership capacity as broadly as possible among service providers, FCSS and CFSA staff and the broader community of helpers.

The approach that the Steering committee chose to use was to build a team of trainers from CFSA, FCSS and community staff to facilitate a leadership curriculum. The Leadership Challenge approach and curriculum was chosen for a number of reasons including Kouzes and Posner's fundamental belief that "leadership is everyone's business" and also because the workshop is designed in a way that provides a framework to build a reflective type of practice that can easily be transferred to not only the way we work and interact with each other but also our own families and the children, youth and families that we work with.

Six staff, three from each system were trained and committed to facilitating three workshops each. To date CPEF has subsidized four three day sessions and 60 participants with plans to deliver a session quarterly for the next two years. Two community agency members from a CFSA capacity building contract were trained at the same time and also offer the training which has expanded the reach to an even greater number of people. The feedback from participants and their constituents has been extremely positive with comments like:

"Transformative"

"This was the most valuable workshop I have ever attended"

"The resources were amazing! I have already utilized them with my staff."

"I have taken many leadership courses - by far this was the most valuable to my growth. Thank you"

"It was truly the BEST and most informative training session I have been to."

"I successfully have made a vision, and proud of it! Great training! The best so far."

"I so appreciated this training! I have learned a lot and will be able to apply the learning to my work. I look forward to following through on what I have learned. I have renewed energy & excitement."

"Grateful to be able to see my values on paper & reignite a passion to lead by valuing my values."

"Kouzes and Posner's material is very user friendly and the way the workshop is designed is very conducive to learning. "

"I appreciate this workshop so much - it is very applicable to my professional and personal life."

"The resources were amazing! I have already utilized them with my staff. I will continue to reflect on my leadership style and use the activities I learned."

Roxanne Tomkinson