

Empowerment Skills for Leaders Handbook Chapter Outline

Chapter 1: The Family Development Credential and the Empowered Workplace

Effects of empowerment (“shared power”) and deficit (“power over”) approaches in the workplace
Understanding the family development process on your organization and community
Other pioneers in changing the “power over” approach
Empowering leadership: pitfalls and potentials

Chapter 2: Transforming your Workplace through Empowerment-based Leadership

Making the shift to empowerment-based leadership:
Two leadership styles that align with the family development approach
Recognizing the natural assets of staff members
Building your agency’s capacity for transformation
Balancing family-focused and outcomes-based program assessment

Chapter 3: Leadership and Self-Empowerment

Developing a personal leadership vision for your work
Mindful leadership
Mindfulness practice exercises
Practical strategies for leading through mindful leadership
Creating your own stress reduction and wellness program

Chapter 4: Supervising with Skill and Heart

Staying focused on the “vision” in supervision
Guidelines for conducting strengths-based assessments
Supporting staff through transitions such as reductions, cutbacks, and reorganization
Resolving conflict and handling blame and criticism
Group dynamics in the workplace
Facilitating effective staff meetings and in-service training programs

Chapter 5: Cultural Competence

Culture and multiculturalism
Organizational cultural competence
Barriers to organizational cultural competence
Workplace privilege
Interagency collaboration and multicultural competence
Creating a new organizational culture using the family development model