



Community Action Opportunities

HELPING PEOPLE. CHANGING LIVES.

Family Support Training and Credentialing Initiative
Empowerment Skills for Leaders Training

What is Leader Training?

Cornell University's Empowering Families Project used an adult learning model to develop a curriculum designed for supervisors and leaders interested in strengths-based leadership practices. The training that leads to a Credential through Duke University Office of Continuing Studies, combines classroom activities with Independent Learning Projects and a Self-Empowerment Plan. Six day-long classes meet over a three month period. Organizations that serve families are encouraged to send supervisors to this training as a means of bringing empowerment based principles used in Family Support work to their professional roles as leaders, mentors and visionaries.

What is unique about the training?

The Empowerment Skills for Leaders Training

- Provides an in-depth, interactive, and reflective program that encourages personal and organizational transformation
- Applies to all levels of leadership in organizations including board members, directors and front line supervisors
- Helps leaders identify the areas for empowerment-based change within their organization to make meaningful differences in family and organizational outcomes
- Provides a strengths-based approach for Frontline Supervisors to further enhance their Workers' development

How Do You Earn a Credential?

To obtain a credential, participants successfully complete the following:

- **Training** - Participate in 36 hours of class training over 6 days, based on the *Empowerment Skills for Leaders* curriculum developed by Cornell.
- **Learning Projects**– Prepare an Independent Learning Project for each chapter to enhance skills in personal and organizational transformation.
- **Peer Coaching** - Work with, and be, a peer coach. Coaches provide mutual support and guidance in planning and evaluating the Independent Learning Projects and the Self-Empowerment Plan.

Who sponsors the Training?

The statewide training project is sponsored by Community Action Opportunities (CAO). Their vision is to strengthen and build capacity with families using a strengths/assets-based approach. CAO also offers the NC Family Support Credential, a training program for front line Workers.

Cost:

The registration fee of \$660 includes the classroom sessions, review of the projects and, upon successful completion, the issuing of the credential through Duke University Office of Continuing Studies. (Note: Some applicants are sponsored under grant funding, when available.)

**For an application or information about future training,
call Deborah Scott at 828-252-2495 or email
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