Family Development Credential Program for Leaders
Curriculum Overview

The five chapters of the handbook, <u>Empowerment Skills for Leaders,</u> address the following skills and competencies; objectives for each chapter are as follows:

Chapter 1: The Family Development Credential and the Empowered Workplace

    A. A brief history of the Family Development Credential (FDC)
    B. How Family Development Credential training works
    C. FDC portfolio development for leaders
    D. FDC Outcomes: What the research shows
    E. Effects of empowerment ("shared power") and deficit ("power over") approaches in the workplace
    F. Understanding the family development process on your organization and community
    G. Empowering leadership: pitfalls and potential

Chapter 2: Transforming Your Workplace through Empowerment-Based Leadership

    A. Making the shift to empowerment-based leadership:
    B. How the family development approach aligns with theories of effective supervision
    C. Two leadership styles that align with the family development approach
    D. Leaders as organizational role models
    E. Aligning your leadership vision with the mission of the organization
    F. Assessing the level of empowerment in your workplace
    G. Building your agency's capacity for transformation

Chapter 3: Leadership and Self-Empowerment

    A. Clarifying a personal vision for your work
    B. Shifting your focus from "doing" to "being"
    C. Mindful leadership
    D. Practical strategies for leading through mindful leadership
    E. Working effectively with your supervisor, co-leaders, and board

Chapter 4: Supervising with Skill and Heart

    A. Staying focused on the "vision" of supervision
    B. Guidelines for conducting strengths-based assessments
    C. Supporting staff through transitions such as reductions, cutbacks, and reorganizations
    D. Helping staff members manage workplace stress
    E. Group dynamics in the workplace
    F. Facilitating effective staff meeting and in-service training programs

Chapter 5: Cultural Competence

    A. Culture and multiculturalism
    B. Cultural identity
    C. Barrier to achieving cultural competence
    D. Your agency's organizational culture
    E. Organizational cultural competence
    F. Interagency collaboration and multicultural competence
    G. Creating a new organizational culture using the family development model