

**THE EMPOWERMENT SKILLS
FOR LEADERS SERIES WILL**

HELP YOU:

- Learn the core concepts and competencies of empowerment based leadership.
- Enhance your strengths-based communication skills to maintain mutually respectful relationships with families, staff members, collaborators, and others.
- Practice using strengths-based assessment to balance staff support with accountability for program and agency outcomes.
- Practice techniques to reduce stress and increase feelings of self-empowerment in daily activities.
- Develop a vision and plan for transforming your organization, using the principles and practices of empowerment-based leadership.
- Participate in a leadership series that combines the immediate benefits of professional networking along with future potential for interagency collaborations based on empowerment-based leadership.

“Sharing power actually takes the burden off the leader and helps a program run much more effectively. Holding power is a burden, not a privilege.” ~ FDC-L student

CLASS LOCATION
OCO Senior Nutrition Site
Scenic Ave—Mexico, NY

SUMMER 2011
CLASS SCHEDULE
9:00 AM—3:00 PM

on the following 5 Fridays:

Jul 22
Aug 26
Sep 23
Oct 28
Nov 18
Dec 23

COURSE TUITION

\$500 Non-OCO Employees
\$250 OCO Employees seeking the FDC
Leadership Credential.

No charge for OCO staff who do not submit a portfolio.

REGISTRATION DEADLINE
June 30, 2011

For more information, or to find out how to register, please call:

CHRISTINE PREVOST
TRAINING COORDINATOR
598-4705, Ext. 1023



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Fulton, NY 13069
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OCO, Inc.

Empowerment Skills for Leaders



A 30-hour leadership development series for supervisors and human service leaders, based on the principles of Cornell Family Development Training and Credentialing (FDC) Program.

What is the FDC?

The Family Development Credential started in 1994 as a major interagency initiative to provide front-line workers with the professional skills and competencies needed to help families and individuals become more self-reliant with their communities.

Students complete 90 hours of Empowerment Skills for Workers interagency training, prepare a skills practice portfolio, and pass a credentialing exam. The University of Connecticut issues the FDC credential.

Currently, there are more than 5,000 FDC credentialed workers in New York State.

The FDC is a nationally recognized professional credential.

What are the benefits and outcomes of FDC training?

Cornell research documents the following:

- **Workers** develop effective skills in helping families set and achieve goals of healthy self-reliance.
- **Family members** who worked with FDC credentialed workers are better able to recognize their strengths, set goals and develop plans.
- **Organizations** increase their capacities to collaborate and staff feel motivated and validated.



WHAT IS THE EMPOWERMENT SKILLS FOR LEADERS SERIES?

Empowerment Skills for Leaders is a professional credentialing program for frontline supervisors and other leaders interested in using empowerment based leadership in their agencies.

It translates the core components and practices of empowerment based family support presented in the **Empowerment Skills for Family Workers** curriculum, within the context of relationships and mission of family-serving organizations.

Leaders who already have FDC-credentialed staff in their organization will be able to enhance their organization's capacity for providing empowerment-based support, using the same principles and practices that their family workers use with families.

Leaders who are considering FDC training for their frontline staff will learn practical ways to build their organizational capacities in areas of empowerment based supervision, interagency collaboration, strengths-based assessment, multicultural competence and personal self-empowerment.

“I feel a deeper understanding for those I work with and those I work for, both culturally and professionally.”

~ FDC Leadership Student

How does EMPOWERMENT SKILLS FOR LEADERS differ from traditional leadership development training?

- **Empowerment Skills for Leaders** builds on skills and competencies workers have learned through strengths-based family development training.

Most leadership training programs provide information about ways to use generic strategies in all-purpose situations.

- **Empowerment Skills for Leaders** provides an interactive, and reflective program that encourages personal and organizational transformation.

Most leadership trainings are conducted in one-day or time-intensive, large group seminars with little time for open discussion or personal reflection.

- **Empowerment Skills for Leaders** was developed for all levels of leadership, from board members and executive directors to frontline supervisors.

Most leadership trainings are created for executive management or top administrators who then become responsible for implementing organizational change.

- **Empowerment Skills for Leaders** helps you to identify where empowerment-based change within the organization can make meaningful differences in agency programs and outcomes.

Most leadership programs focus on teaching techniques to increase staff productivity without understanding that practices of the organization may also need to change, in order for families to accomplish goals and agencies to achieve outcomes.