



WSTC Management & Leadership Institute

When: November 17-19, 2010

Where: Yakima Red Lion, Yakima WA

Register: http://www.wsaheadstarteceap.com/leadership_institute.html

Time: 9:30 – 5pm Nov. 17, 8:30-5 Nov. 18, 8:30-Noon Nov. 19. Lunches included in price.

Description: We've received a lot of interest from directors and staff who are looking for a concentrated management/leadership opportunity for managers and supervisors, which will include practical supervisory and leadership skill-building, geared directly toward HS/ECEAP. A large percentage of our staff are promoted from within, and get their training on the job or piecemeal.

Supervising isn't always easy, and having the opportunity to build the necessary skills will enable participants to set ambitious goals and improve outcomes for staff, families and children in their program. These skills don't always come naturally - our highly recommended trainers will help bring things together for participants, and make them more effective manager/leaders.

Curriculum:

Everyone will pursue the same curriculum, which will include:

- Communication Styles
- Conflict Styles
- Difficult conversations – How to give and receive feedback
- Effective Coaching
- Working and supervising within a diverse workforce & clientele
- Goal Setting and Accountability
- Legal/Personnel training

Instructors:

Tracy Flynn, M.Ed.

Tracy has over 20 years' experience as a trainer, educator, and facilitator, including serving as adjunct faculty at several universities. Previous positions include Health Curriculum Specialist with the Seattle Public Schools, Training Director with the National CASA Association (a national nonprofit providing grants, technical assistance, and training in the foster care system), and Director of Training with Planned Parenthood of Western Washington. Her expertise includes cultural competency, leadership and management training, harassment law and policy, child abuse and neglect, HIV/AIDS, facilitation, leadership coaching and management coaching skills. Her areas of interest include pre-service and in-service training as well as process facilitation for education, health care, government, and nonprofit agency professionals. She has a passion for facilitating dynamic, interactive, outcome-directed learning.

Natalie A. Mattson

Natalie founded Intercultural Leadership, Inc., in 2009. She is as an instructor, facilitator, certified

mediator and certified coach. Natalie helps people learn how to share what they think, believe, and feel, while fostering skills to maintain the dignity of all parties, leading to mission accomplishment and goal attainment. She works with clients in public and private sectors to develop competencies at all levels of organizations, creating necessary layers of leadership. Currently adding to her Bachelor degree in Speech Communication, Natalie is pursuing a Masters of Arts in Intercultural Relations from University of the Pacific, School of International Studies.

David Whitfield, Ed.D.

Dr. David Whitfield is an international presenter and organizational consultant with three decades of experience in training, consulting, career coaching, leadership coaching, and graduate teaching. He enjoys awakening the minds of leaders and challenging the status quo by encouraging individuals to lead from the heart. He studied organizational leadership at the University of San Francisco, where he earned his doctorate. For 20 years, he ran Integral Leadership, Inc., which he founded in 1987 in Frankfurt, Germany.

David's consulting experience ranges from four different Head Start/ECEAP programs, Boeing, the Defense Department, Puyallup Tribal Health Authority, Panasonic, over 20 public agencies to many of the NATO partners: Germany, Italy, England, Sicily, Belgium, Greece, Iceland, and the Netherlands

Gil Sparks, Esq.

Gil Sparks is the Managing Member of the Wenatchee office of Ogden Murphy Wallace and a specialist in Human Resources law. Mr. Sparks has over sixteen years senior management experience as a Personnel Manager and Labor Negotiator and is certified as a Senior Professional in Human Resources by the Society for Human Resources Management.

This session on the legal aspects of supervision will give participants an overview of the legal issues that managers and supervisors need to be aware of, will discuss the practical and legal aspects of hiring and firing, employee discipline, and other key management issues, and will provide an opportunity for participants to ask questions about issues that have arisen in their own programs.

Cost: \$245 WSTC Members, \$395 non-members

Are you a member? Most, but not all, Head Start and ECEAP programs are members of WSTC, which is not the same as WSA. Contact Katy at 425.453.1227 if you'd like to know if your program is a member.

For questions, please contact Katy Warren at 425.453.1227, or katy@wsaheadstareceap.com