Professional Development and Succession Planning

Center for Leadership in Disability

December 13, 2021
AUCD Leadership Map

The purpose of this project was to provide UCEDD network members with information about the **knowledge, skills, and abilities** that they need to **advance their careers** within the UCEDD network.
## Methodology

<table>
<thead>
<tr>
<th>Literature Review</th>
<th>Environmental Scan</th>
<th>Semi-Structured Interviews</th>
</tr>
</thead>
<tbody>
<tr>
<td>Our team consulted and reviewed articles on the following topics:</td>
<td>Our team completed the required environmental scan by:</td>
<td>Our team conducted twenty-one semi-structured interviews with faculty and staff from across the UCEDD network.</td>
</tr>
<tr>
<td>• Recruitment Strategies</td>
<td>• Reviewing activities coded as “leadership” within the NIRS database</td>
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<tr>
<td>• Retention Strategies</td>
<td>• Developing and disseminating two Qualtrics surveys:</td>
<td></td>
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<tr>
<td>• Organizational Leadership</td>
<td>1) AUCD Leadership Map-Participant Survey</td>
<td></td>
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<tr>
<td>• Workplace Behaviors</td>
<td>2) AUCD Leadership Map-Leadership Training Resources</td>
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<tr>
<td>• Organizational Citizenship Behaviors</td>
<td>• Reviewing UCEDD network job announcements and descriptions</td>
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<td>• Generational Differences within the Workforce</td>
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<tr>
<td>• Workplace Belonging</td>
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</tbody>
</table>
Interview Participants

Region 1: Northeast
- Interview Participants: 4
- Participant Survey Respondents: 0
- Leadership Survey Respondents: 5

Region 2: Midwest
- Interview Participants: 2
- Participant Survey Respondents: 4
- Leadership Survey Respondents: 3

Region 3: South
- Interview Participants: 6
- Participant Survey Respondents: 2
- Leadership Survey Respondents: 3

Region 4: West
- Interview Participants: 11
- Participant Survey Respondents: 2
- Leadership Survey Respondents: 3

Region 5: US Territories
- Interview Participants: 0
- Participant Survey Respondents: 0
- Leadership Survey Respondents: 1

[Map showing distribution of interview participants across regions]
Environmental Scan of Leadership Activities
Interview Questions

- Position and Responsibilities
- Prior Connection to the UCEDD Network
- Motivations and Passions
- Career Goals
- Stress Levels
- Professional Development Opportunities
- Career Advancement Opportunities
Interview Themes

People

Work

Disability

Network

Center

Training

Projects

Grant

Positive Energy

Leaders

Funding

Skills

Questions

Job

Hire

Community

Opportunities

Research

Struggled

Assistant

Associate Director

Volunteer

Director

Position

Evaluation

People

Center

Helping

Leadership

Curiosity

Clinical

University

Business Model

Leadership in Disability

Georgia State University | School of Public Health
Desirable Traits for UCEDD Staff and Leaders

• Love of Learning
• Entrepreneurial
• Flexibility and Embracing Opportunities
• Connection to the Disability Community
• Values Match the Organization’s
• Curiosity
• Proactive

• Willing to Take Risks
• Humility
• Systems Thinker
• Relationship Building
• Innovative
• Positive Energy
• Collaborative
Professional Development: Webinar Recommendations

• Linking Business and Clinical Operations
• Communicating with Human Resources
• Building Relationships with Government Relations
• Transition Planning
• Management and Supervision
• Writing Competency Based Job Descriptions
• Conducting Behavioral Interviews
• Recognizing, Understanding, and Utilizing Your Team’s Strengths
Professional Development: Webinar Recommendations

• Grant Writing
• Meaningful Inclusion of Persons with Disabilities in the Research Process
• Providing Meaningful Mentorship
• Using MCH Leadership Competencies to Guide Staff Development
• Promoting a Positive Workplace Culture
• Understanding Staff Similarities and Differences
• Giving and Receiving Feedback
Assistant and Associate Director Training

• Understanding their Role
• Management and Supervision
• Finding and Securing Funding
• Communication and Transparency
• Maintaining Staff Motivation

• Recognizing, Understanding, and Utilizing Your Team’s Strengths
• Giving and Receiving Feedback
• Transition Planning
• What should they attend?
UCEDD Advancement
Characteristics of Individuals Who Advance within the Network

**STRUCTURAL**
- Autonomous Worker
- Willing to Take Risks
- Entrepreneurial/Innovative
- Collaborative
- Grant Writing Success
- Flexible
- Comfortable in Everchanging Environment

**HUMAN RESOURCES**
- Transparent Communicator
- Team Oriented
- Takes Personal Initiative for Growth
- Provides and Receives Mentorship
- Allows for Staff Exploration
- Promotes Professional Development
- Recognizes Strengths in Self and Others

**POLITICAL**
- Responsive to State Needs
- Understands and Promotes Equity
- Focuses on Systems Change
- Builds and Maintains Strategic Partnerships
- Collaborates with State and National Partners
- Networks in and outside of AUCD Network

**SYMBOLIC**
- Visionary and Forward Thinking
- Values Lived Experience
- Intrinsically Motivated
- Has Positive Energy
- Personal Values Align with Organization's