

Professional Development and Succession Planning

Center for Leadership in Disability

December 13, 2021

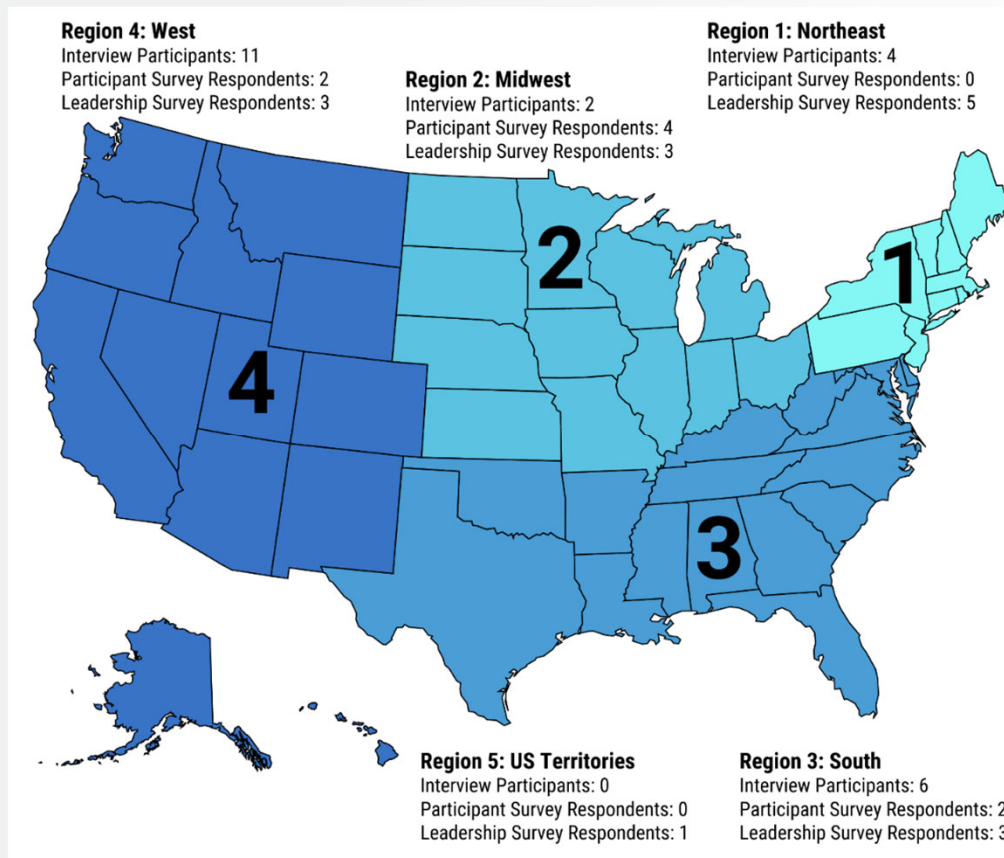
AUCD Leadership Map

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.

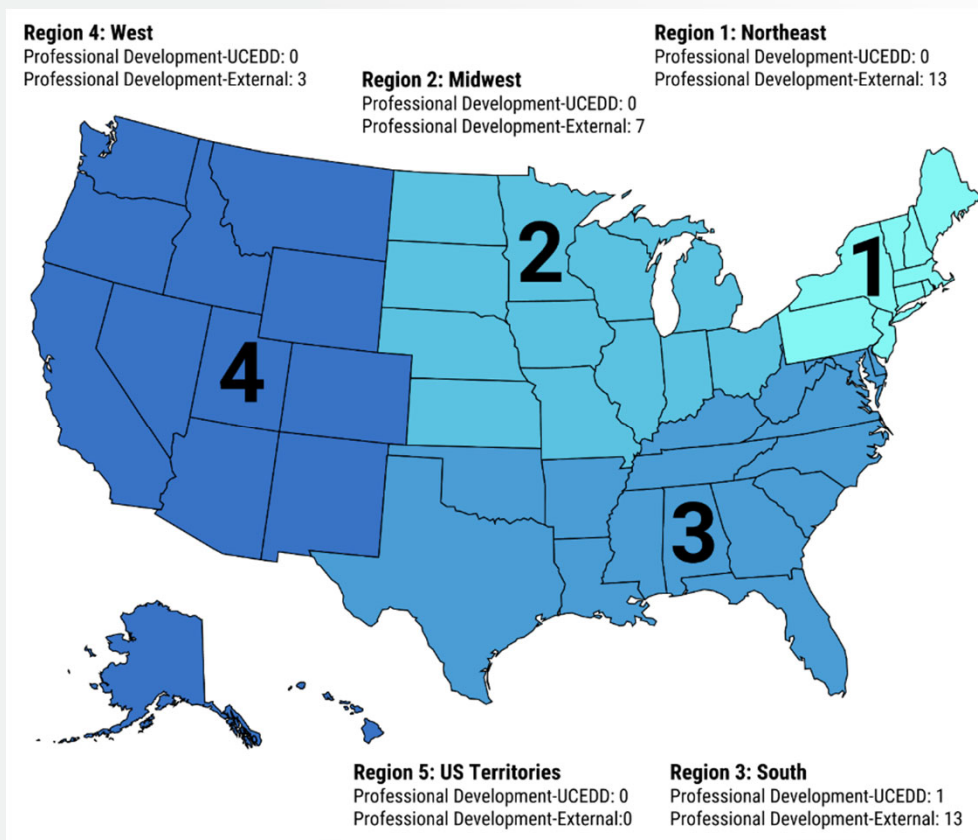
Methodology

Literature Review	Environmental Scan	Semi-Structured Interviews
<p>Our team consulted and reviewed articles on the following topics:</p> <ul style="list-style-type: none">• Recruitment Strategies• Retention Strategies• Organizational Leadership• Workplace Behaviors• Organizational Citizenship Behaviors• Generational Differences within the Workforce• Workplace Belonging	<p>Our team completed the required environmental scan by:</p> <ul style="list-style-type: none">• Reviewing activities coded as “leadership” within the NIRS database• Developing and disseminating two Qualtrics surveys:<ul style="list-style-type: none">1) AUCD Leadership Map-Participant Survey2) AUCD Leadership Map-Leadership Training Resources• Reviewing UCEDD network job announcements and descriptions	<p>Our team conducted twenty-one semi-structured interviews with faculty and staff from across the UCEDD network.</p>

Interview Participants



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



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