



2024 Session Learning Objectives

Leadership and Culture

- Learn your leadership style and how to apply your style in leading people towards achieving your mission.
- Know how to assess your organization's culture and be able to engineer the culture you want.

Person-Centered Practices

- Be able to assess the degree with which your organization is aligned with person-centered practices.
- Translate assessment results into concrete actions that lead to improved outcomes for the people you serve.

Systems Funding and Advocacy

- Understand the dynamics of a publicly-funded service system, how decisions are made, and how you can influence these decisions.
- Be able to advocate for your agency, clients and staff in Illinois' political system.

Budget Development and Strategic Use

- Understand the basic principles of non-profit budgeting.
- Identify budgetary safety valves and use other tools to effectively manage a budget.

Data Informed Decision Making

- Know how to identify key metrics for your organization's success.
- Be able to use these metrics to improve short-term and long-term decision making.

Performance Management

- Be able to use employee coaching and recognition to maximize performance and employee satisfaction.
- Know to address performance concerns in a caring and respectful manner that also protects the organization from lawsuits and unemployment claims.

Strategic Thinking and Planning

- Know the difference between strategic thinking and strategic planning, and how and when to use them.
- Be able to apply strategic thinking with day-to-day activities as well as at the organizational and governmental levels.

Trauma Informed Leadership

- Learn to recognize the signs of trauma in colleagues and direct reports.
- Identify specific approaches leaders can use to build trust, create safety, support recovery and avoid retraumatizing those who are suffering.