



**The Alliance  
for Rights  
and Recovery**  
Formerly NYAPRS

***Leadership Institute  
Class Offerings  
February-July, 2024***

### ***VISION, CULTURE AND STRATEGY***

***Date: Wednesday, February 21, 2024: 1:00-3:00pm Eastern.***

***Presenter: Len Statham, Chief Operating Officer, NYAPRS, Albany, NY.***

Organizational success relies on dynamic leadership and everything that embodies-such as engagement, continuous learning, creative problem solving and an openness to growth. Your vision will offer staff a sense of direction that guides everyday actions. Vision and values are the basis of your organization's culture and will define how your staff behave. The best service is possible when these values are present throughout your work culture. When you align culture with your strategy and vision, leadership is accessible, and employees work together as a team. Culture, vision and values are the force that guide you and strategy is your instrument to get where you want to go. When you define the culture you want for your organization, align it with the vision and strategy and establish it authentically, you will have built the single most powerful tool for success. This session will explore the importance of aligning vision, culture and strategy to assure successful leadership and increase opportunities for participant success.

### ***FINDING YOUR VOICE: THE AUDACITY OF A GREAT LEADER***

***Date: Tuesday, March 12, 2024: 1:00-3:00pm Eastern.***

***Presenter: Dr. Amy Kohn, DSW, Independent Consultant, Westchester County, New York.***

This session will focus on essential topics for every leader in the challenging times of our changing health care world, including making sure you use your values to guide your work. How do you balance power and authority with mutuality, gain comfort taking risks, and let go of "normal constraints"? How can you become an audacious leader and find your own true voice?

### ***CREATING AND MAINTAINING AN ANTI-RACIST ORGANIZATION.***

***Date: Thursday April 11, 2024: 1:00-3:00pm Eastern.***

***Presenter: -Melanie Funchess CEO/Principal, Ubuntu Village Works LLC. Rochester, NY.***

Unless we can understand the role of structural racism on behavioral health outcomes, and particularly its direct and indirect impact on health inequities, we will never be able to identify effective strategies and interventions to confront and dismantle racism in our organizations. This session will engage Institute attendees in a candid discussion on how structural racism has infiltrated our own behavioral health system and the many levels at which it can inflict harm to people of color. Melanie will share strategies that leaders need to advance true health equity and equality within our services and our organizations.

### ***ATTRACTING AND RETAINING A DYNAMIC WORK FORCE***

***Date: Thursday, July 13, 2023: 1:00-3:00pm Eastern.***

***Presenters: Barbara Marionetti-DesRosiers and Shaunta Collier-Rankin, CCSI, Rochester NY.***

One of the biggest challenges in the post-pandemic workplace is getting the right people on staff

and retaining your best people to enhance your mission. This session will focus on strengthening your ability to effectively recruit, hire, and orient new staff; ensure that the best staff stay with you by receiving high quality supervision and performance feedback, as well as opportunities for professional development and growth; and ensure you and your management team are exercising good judgment with staff engagement by utilizing emotional intelligence (EQ) techniques. You will learn how to identify and deal with staffing challenges while assuring that staff work to their highest potential and offer service participants what they need in their recovery.

### ***THE IMPORTANCE OF EFFECTIVE FINANCIAL MANAGEMENT and DATA COLLECTION FOR PROGRAM/ OPERATIONS LEADERSHIP***

***Date: Thursday, June 20, 2024: 1:00-3:00 pm Eastern.***

***Presenter: Boris Vilgorin, Health Care Innovations Officer of the McSilver Institute for Policy Poverty and Research NYC, NY.***

Understanding and protecting your organization's fiscal health is an essential task for all leaders and unfortunately, not one that we all embrace. Too often, we leave our finances in other hands until we encounter serious problems which could have been avoided if we had intervened earlier. This session will focus on best practices for monitoring fiscal health and assuring long term sustainability of our organizations, divisions and services. We will also look at how we collect and use data to drive decision making and how to better think about this important source of information. Topics may include overseeing revenues and expenditures to ensure adequate funding, ensuring that required fiscal reporting is complete and submitted promptly, containing costs to meet income projections and budgeted expenditures, and analyzing regular financial status reports. Great leaders must understand how close monitoring of revenues and expenditures impacts the delivery of services and the creation of new and expanded services. This session will allow us the opportunity to expand our understanding and facility with financial management and data driven thinking.

### ***THE ART OF SUPERVISION AND TEAM BUILDING***

***Date: Tuesday,***

***July 23, 2024: 1:00-3:00 pm Eastern.***

***Presenter: Yves Ades, Ades Integrated Health Strategies, NYC, NY.***

Strength-based supervision is critical for effective care, for attracting and retaining a great work force, and for achieving positive organizational outcomes. This session will support you as supervisors to understand your role, learn the skills for effective supervision and explore the "art" of teaching, coaching and mentoring. We will also focus on the importance of building a dynamic leadership team comprised of skilled staff who work seamlessly together. We will explore the importance and priority of supporting, guiding and motivating your staff while still empowering and encouraging their individuality and independence. In addition, we will touch on the importance of finding a good work/life balance and maintaining it despite all of the stress of our roles. With great supervision, the right balance and working together, your team will be more effective, efficient, and powerful than if they worked alone.