



Strength Based Leadership Program

Temple University Harrisburg/ DHS

About

This flexible certificate program provides supervisors, managers, directors, and emerging leaders with opportunities to learn and practice skills leading to a more empowered workplace. Individuals and organizations may sign up for the complete certificate program. Participants who attend all five workshops, complete a final project, and present the project at a sixth meeting will receive Temple University Harrisburg's Strengths-based Leadership Certificate.

Learn more about our individual workshops below:

Workshop #1 - Strengths-based Leadership: An Overview

In this session participants will discuss what defines an empowering workplace and identify leadership styles that support empowerment. Through the skill of critical reflection, leaders will identify how their own skills, attitudes and knowledge compare to the core competencies of a strengths based leader. Participants will also reflect on the strengths of their own staff and organization and discuss how to leverage the strengths to overcome challenges.

Workshop #2 – Communication Skills for Strengths-based Leaders

Strength-based leaders value both strong communication and self-care skills. Communication plays a key role in creating an empowering workplace. In this workshop participants will learn and practice strengths-based communication techniques that will improve relationships and improve results. Leaders will identify practical strategies to try in their organization such as powerful questions, communicating through conflict and how to turn complaints into actionable statements of value. Additionally, participants will discuss how to identify and manage burnout, compassion fatigue and secondary post-traumatic stress in themselves and their staff.

Workshop #3 - Culture and the Strengths-based Leader

Strengths-based leaders have a broad definition of culture. In this workshop leaders will reflect on their own culture and how it has shaped their values and beliefs. Participants will discuss the impact that bias has on their work and learn strategies for addressing this bias. Cultural humility will be introduced as an approach to embracing and building on the strengths of a diverse staff and organization. Finally, participants will explore organizational culture and how it supports or blocks an empowering work environment.

Workshop #4 – Performance Management and the Strengths-based Leader

Strengths-based leaders don't ignore concerns, they use strengths-based communication and goal planning approaches to help staff build on their strengths and overcome challenges. In this workshop leaders will practice giving and receiving strengths-based feedback, discuss goal plans, and identify the benefits of using tools to measure progress.

Workshop #5 – Strengths-based Leaders Impacting Change

Leaders at any level in an organization can impact changes that lead to a more empowering workplace. As success depends on different types of collaborations, including those with other organizations, the role of Organizational Culture will be explored. In this session participants will discuss their vision for their team and what strategies they can take to implement it.

Continuing Education Credit: TOTAL Social Work CE hours approved 30.0 CE hours via Live Virtual Learning

Workshop 1: Strengths-based Leadership: An Overview - 6.0

Workshop 2: Communication Skills for Strengths-based Leaders - 6.0

Workshop 3: Culture and the Strengths-based Leader - 6.0

Workshop 4: Performance Management and the Strengths-based Leader - 6.0

Workshop 5: Strengths-based Leaders Impacting Change - 6.0

Continuing Education - Social Work

Workshops 1-5 within the certificate program have been approved for 6 continuing education hours through Temple University Harrisburg, a PA State Board of Social Workers, Marriage and Family

Therapists, and Professional Counselor pre-approved provider of continuing education. These credit hours satisfy requirements for LSW/LCSW/LMFT/LPC biennial license renewal.

Certificate Requirements- Costs

To earn the Strengths-based Leadership Certificate, participants must complete the following within 18 months:

- *Attended each of the five Strengths-based Leadership Workshops*
- *Complete a workplace project demonstrating application of strengths-based leadership.*
- *Attend a Final Presentation session and present an overview of your project goals and outcomes.*
- *Cost for entire training and Certificate is: \$175.00.*
- *Cost for CEUs' is: \$20.00.*