

## Family Development Credentialing Program for Supervisors Curriculum Overview

The five chapters of the supervisors' handbook, Empowerment Skills for Leaders, address the following skills and competencies; objectives for each chapter are as follows:

### Chapter 1: The Family Development Credential and the Empowered Workplace

- A. A brief history of the Family Development Credential (FDC)
- B. How Family Development Credential training works
- C. FDC portfolio development for leaders
- D. FDC Outcomes: What the research shows
- E. Effects of empowerment (“shared power”) and deficit (“power over”) approaches in the workplace
- F. Understanding the family development process on your organization and community
- G. Empowering leadership: pitfalls and potential

### Chapter 2: Transforming Your Workplace through Empowerment-Based Leadership

- A. Making the shift to empowerment-based leadership:
- B. How the family development approach aligns with theories of effective supervision
- C. Two leadership styles that align with the family development approach
- D. Leaders as organizational role models
- E. Aligning your leadership vision with the mission of the organization
- F. Assessing the level of empowerment in your workplace
- G. Building your agency's capacity for transformation

### Chapter 3: Leadership and Self-Empowerment

- A. Clarifying a personal vision for your work
- B. Shifting your focus from “doing” to “being”
- C. Mindful leadership
- D. Practical strategies for leading through mindful leadership
- E. Working effectively with your supervisor, co-leaders, and board

### Chapter 4: Supervising with Skill and Heart

- A. Staying focused on the “vision” of supervision
- B. Guidelines for conducting strengths-based assessments
- C. Supporting staff through transitions such as reductions, cutbacks, and reorganizations
- D. Helping staff members manage workplace stress
- E. Group dynamics in the workplace
- F. Facilitating effective staff meeting and in-service training programs

### Chapter 5: Cultural Competence

- A. Culture and multiculturalism
- B. Cultural identity
- C. Barrier to achieving cultural competence
- D. Your agency's organizational culture
- E. Organizational cultural competence
- F. Interagency collaboration and multicultural competence
- G. Creating a new organizational culture using the family development model