The OPA Leadership Development Academy

Are you interested in leadership? Many OPA members have some interest in becoming a leader in our community of psychologists, but are not sure if they are ready or understand the demands of leadership well enough. Others feel they have only a limited understanding of our association and how it works. If this describes you, you may want to learn more about OPA’s leadership development academy.

The mission of the OPA Leadership Development Academy is to develop and nurture an active pipeline of future OPA leaders which reflects the broad diversity of psychologists in Ohio.

The purpose of the Leadership Development Academy is to provide opportunities for emerging leaders to develop a deeper understanding of their individual leadership style, to learn how to be an effective leader in a professional association, to expand their engagement, experience and mentoring with OPA leaders, to enhance their leadership skills and to learn about significant leadership challenges in OPA.

A new LDA group will begin in this fall and run through summer, 2019. Applications for this session will available in June. If you are interested, contact Dr. Jim Broyles at jbroyles@ohpsych.org.
OPA LEADERSHIP DEVELOPMENT ACADEMY

The Leadership Development Academy (LDA) was launched in 2015. During this inaugural year, the academy was met with great enthusiasm and tremendous success. Our class of 11 fellows reflected diversity in ethnicity, gender, gender identity, professional specialization, workplace affiliation and career status. We feel confident that many of our LDA fellows are on their way to become the future leaders of OPA. Inspired by this leadership momentum, we are delighted to announce our second OPA Leadership Development Academy, beginning in October, 2016.

Background
In 2007, the Leadership Forum was created with the intent to build a one-day structured program that would encourage and develop future OPA leaders.

While the Leadership Forum was very informative, thought provoking and well attended, it seemed that its fullest potential was not being met as a 1-day program. Participants were learning a lot about leadership in general, but not as much about becoming a leader in OPA. Out of this seed grew the idea of the OPA Leadership Development Academy.

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We welcome anyone interested in developing their leadership potential to apply for admission to the OPA LDA (application on reverse side). Please note that the application deadline is August 15, 2016. To ensure diversity, priority will be given to ECPs, mid-career psychologists, cultural and ethnic minorities and other underrepresented groups, including LGBTQ and persons with disabilities.

All LDA registration fees for required events are paid for by OPA as an investment in our future leaders.

2016 – 2017 SCHEDULE

October 27 (12 noon) to October 28 (5 pm): LDA Retreat in Columbus
Introduction to Leadership; Self-Assessment
- What does leadership mean?
- Models of Leadership: From the Big Picture to the Micro
- Leadership and Authenticity
- Leadership in a Diverse and Multicultural World
- Perspectives on Leadership from OPA Leaders
- Personal leadership style (FIO-R-E)
- Leadership Pathways within OPA
- Potential Leadership Project Opportunities
- Mentoring Opportunities with OPA leaders

OPA Board meetings, 2nd Friday of each month (2-4 pm)
You are invited to attend all meetings, although you are only required to attend two Board meetings. You may substitute attending the last Board meeting of the month for your annual dues the following year. (Continuing education credits apply.) This is a great opportunity to see leadership in action.
- Which models of leadership did you observe?
- Which leadership traits/behaviors were most helpful?
- Were diverse thoughts and opinions encouraged?
- What are the “take-aways” from your experience?

November – June: Project (required)
During this time, you and your mentor will discuss project ideas that relate to your LDA goal(s), develop a project timeline and you will “present” your project.

Saturday Web Meetings:
November 17, 2018 | January 19, 2019 | March 16, 2019 | June 8, 2019
(Saturday 9 – 11 a.m.)
You are welcome to attend all web meetings, but are only required to attend two Web meetings. These monthly calls will include LDA fellows, mentors and faculty. The focus will be on leadership, both in and out of the association. The goal is to provide opportunities for informal discussions with the attendance of key influencers.

Fall 2019: Legislative Day - Ohio Statehouse in Columbus (required)
An important component of your OPA experience is learning to participate in advocacy efforts. Legislative Day offers you the opportunity to learn about the legislative issues and bills that directly affect the practice of psychology in Ohio. Plus, you’ll be able to observe your state hearing or congressional session and meet with your legislators.

Together We Can Make

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Background
In 2007, the Leadership Forum was created by Dr. Cathy McDaniels-Wilson during her term as OPA President. The intent was to create a structured program that would encourage and develop potential OPA leaders. The Leadership Forum sought to engage individuals both from within and outside of OPA. The structure was a 1-day program which included an invited speaker who was recognized as a local, regional and/or national leader. Typically, the presentation would be followed by a panel of OPA leaders discussing their leadership paths and their individual challenges and successes as business, community and association leaders.

While the Leadership Forum has been very informative, thought provoking and well attended over the past 7 years, it seemed that its fullest potential was not being met as a 1-day program. Participants were learning a lot about leadership in general, but not as much about becoming a leader in OPA. Out of this seed grew the idea of the OPA Leadership Development Academy.

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Participants: We welcome anyone interested in developing their leadership potential. To ensure diversity, priority will be given to ECPs, mid-career psychologists, cultural and ethnic minorities and other underrepresented groups, including LGBTQ and persons with disabilities.

During the first year of the Leadership Development Academy, we will be piloting a 4-session model:

1. Introduction to Leadership; Self-Assessment
   - What does leadership mean?
   - Models of Leadership: From the Big Picture to OPA
   - Leadership and Authenticity
   - Leadership in a Diverse and Multicultural World
   - Perspectives on Leadership from OPA Leaders
   - Personal leadership style (FIRO-B)
LDA 2018-2019 Retreat (DRAFT)
November 3-4, 2018

Saturday, November 3, 2018 (12-5:30 pm)
12 Welcome
12:10 Introductions
12:30 Introduction and overview of LDA
12:45 Introduction to Leadership: Part 1 (Sandy and )
2:15 Break
2:30 Personal Leadership Assessment: FIRO-B (Sandy)
4:00 Fellows and Mentors discussion
4:30 General Discussion (assigned readings; take-aways from today)

Sunday, November 4, 2018 (10-4 pm)
10 Continental Breakfast
10:10 Leadership and Diversity (Cathy McDaniels-Wilson?)
11:45 Lunch
12:30 Introduction to OPA (overview, roles, mission, strategic plan, advocacy.....handouts?)
2:00 Discussion (might include discussion of projects and OPA)
3:00 LDA Nuts and Bolts (future topics checklist; mentoring; project guidelines and worksheet; goal setting; takeaways; content videoconference calls

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Ohio Psychological Association Leadership Development Academy

Project Guidelines and Goal Setting

1. Choosing a project
   - Further your own leadership skills and consistent with your values
     - Negotiation
     - Interpersonal skills/public speaking
     - Vision
     - Personal Balance
     - Team building
     - Coping with speed of change
     - Diversity/cultural competence
     - Mentoring
     - Dealing with dilemmas/challenges
     - Self-assessment
     - Consider FIRO-B
       - Consistent with your strengths?
       - Helps to push your boundaries?
   - Benefits OPA/consistent with strategic plan and goals
     - Diversity
     - Advocacy
     - Increasing revenue streams
     - Lifespan development
     - Healthy workplace for staff
     - Improve public image/educate public
     - Sustainability
   - Questions to ask yourself
     - What are my strengths?
     - What do I overdo?
     - Where do I need to improve?
     - What can I leverage to develop a strength?
     - Where do I have leverage to get resources to achieve my goal?
   - SMART goals: [http://topachievement.com/smart.html](http://topachievement.com/smart.html)
     - Specific and “stretching”
     - Measurable
     - Attainable and “affirmative”
     - Realistic
     - Timely
OPA LDA Program Evaluation - Pre-LDA training participant survey:

Name: ______________________________________________________________________

- Age: ______________________________________________________________________

- Race (circle all that apply):
  - American Indian or Alaska Native
  - Asian
  - Black or African American
  - Native Hawaiian or Other Pacific Islander
  - White
  - Other ______________________________________________________________________

- Sex:
  - What sex were you assigned at birth, on your original birth certificate? (circle one)
    - Male
    - Female
  - How do you describe yourself? (circle one)
    - Male
    - Female
    - Transgender
    - Do not identify as female, male, or transgender

- Sexual Orientation (circle one):
  - Do you consider yourself to be:
    - Straight
    - Lesbian or gay
    - Bisexual
    - Other (please write in): __________________________
    - Don’t know/not sure
    - Decline to answer

- Academic Degree: ______________________________________________________________________
- Specialty/area of practice: ______________________________________________________________________

1) How welcoming/accessible do you think OPA is in attracting diverse groups for membership?

1 2 3 4 5 6 7 8 9 10
Low Comments: High

______________________________________________________________________________
______________________________________________________________________________
OPA LDA Program Evaluation - Post-LDA training participant survey:

Name: ______________________________________________________________________

- Age: _________________________________________________________________
- Race (circle all that apply):
  - American Indian or Alaska Native
  - Asian
  - Black or African American
  - Native Hawaiian or Other Pacific Islander
  - White
  - Other______________________________________________

- Sex :
  - What sex were you assigned at birth, on your original birth certificate? (circle one)
    - Male
    - Female
  - How do you describe yourself? (circle one)
    - Male
    - Female
    - Transgender
    - Do not identify as female, male, or transgender

- Sexual Orientation (circle one):
  - Do you consider yourself to be:
    - Straight
    - Lesbian or gay
    - Bisexual
    - Other (please write in): __________________________
    - Don’t know/not sure
    - Decline to answer

- Academic Degree:_____________________________________________________________________

- Specialty/area of practice:_________________________________________________________________

1) How satisfied were you with the LDA program overall?

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<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
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<td>Low</td>
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</tbody>
</table>
OPA LDA Program Evaluation - Faculty survey:

Name: ________________________________________________________________

- Age: ________________________________________________________________
- Race (circle all that apply):
  - American Indian or Alaska Native
  - Asian
  - Black or African American
  - Native Hawaiian or Other Pacific Islander
  - White
  - Other ________________________________
- Sex:
  - What sex were you assigned at birth, on your original birth certificate? (circle one)
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    - Transgender
    - Do not identify as female, male, or transgender

- Sexual Orientation (circle one):
  - Do you consider yourself to be:
    - Straight
    - Lesbian or gay
    - Bisexual
    - Other (please write in): ________________________________
    - Don’t know/not sure
    - Decline to answer

- Academic Degree: ____________________________________________________
- Specialty/area of practice: ______________________________________________

1) How welcoming/accessible do you think OPA is in attracting diverse groups for membership?

1  2  3  4  5  6  7  8  9  10
Low High
Comments: ____________________________________________________________
_______________________________________________________________________
OPA LEADERSHIP DEVELOPMENT ACADEMY (LDA)

Prioritized Content Topics, 2016-2017

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<tr>
<th>TOPIC</th>
<th>Fellows (N=10)</th>
<th>Faculty (N=4)</th>
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<tbody>
<tr>
<td>1. Diversity/cultural competency as a leader</td>
<td>53*</td>
<td>28*</td>
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<tr>
<td>2. Negotiation skills</td>
<td>35</td>
<td>20</td>
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<tr>
<td>3. Coping with Conflict</td>
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<td>27*</td>
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<td>4. Networking</td>
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<td>5. Mentoring relationships</td>
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<td>6. Work/personal life management</td>
<td>54*</td>
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<td>7. Goal Setting</td>
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<td>3</td>
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<td>8. Managing fiscal resources</td>
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<td>6</td>
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<td>9. Navigating leadership dilemmas</td>
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<td>19</td>
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<td>10. Public speaking/presentation skills</td>
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<td>11. Effective meeting/committee management</td>
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<td>22*</td>
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<td>12. Intentional career development</td>
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<td>13. Coping with barriers related to diversity status</td>
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<td>14. Effective electronic (inc social media) communication skills</td>
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<td>15. Conflicts of interest</td>
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<td>16. Dealing with difficult people</td>
<td>27</td>
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*Top 4 content topic priorities of LDA fellows and LDA faculty

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