



ADMINISTRATION FOR
CHILDREN & FAMILIES
Office of Family Assistance

2024 National Tribal Technical Assistance Meeting

Indigenized by Design:

Centering Culture and
Building Connections to
Better Serve Families

June 4-5, 2024

DoubleTree by Hilton Hotel
Sacramento, CA



Strengthening Existing Leaders and Cultivating Emerging Ones

**Office of Family Assistance Tribal TANF and NEW
Summit**

Michelle Derr and Camille Wilson, The Adjacent Possible

June 4, 2024

Overview of the session

- / Define leadership in Tribal TANF and NEW programs
- / Hold a panel discussion about leadership and mentoring
- / Share ideas for developing your leadership practice



What does it mean to be a leader?

“Achieving significant positive impact...by building an organization of people working together toward a common goal.”
- Harvard Business Review

Who is a leader?

“Anyone who takes responsibility for finding potential in people and processes, and who has the courage to develop that potential.”
— Brené Brown

Elements of effective leadership



Based on a literature scan on leadership conducted under OFA's [Project IMPROVE](#)

Strategic and visionary leadership



- / **Articulates and embodies the vision**
 - Envisions and defines what is possible
 - Mission and vision-driven
- / **Defines and adapts the strategy**
 - Goal-directed strategy
 - Motivation
 - Diversity, equity, and inclusion
- / **Proactive and responsive to the environment**
 - Adaptive management
 - Self-reflective decision-making
 - Innovative
 - Psychological safety

Operational management

/ Efficiently and effectively deploys processes, resources, and systems

- Administration and operations
- Communication
- Resource management

/ Actively manages performance

- Quality assurance
- Quality improvement
- Data analytics



Developmental supervision



/ Supportively guides professional development

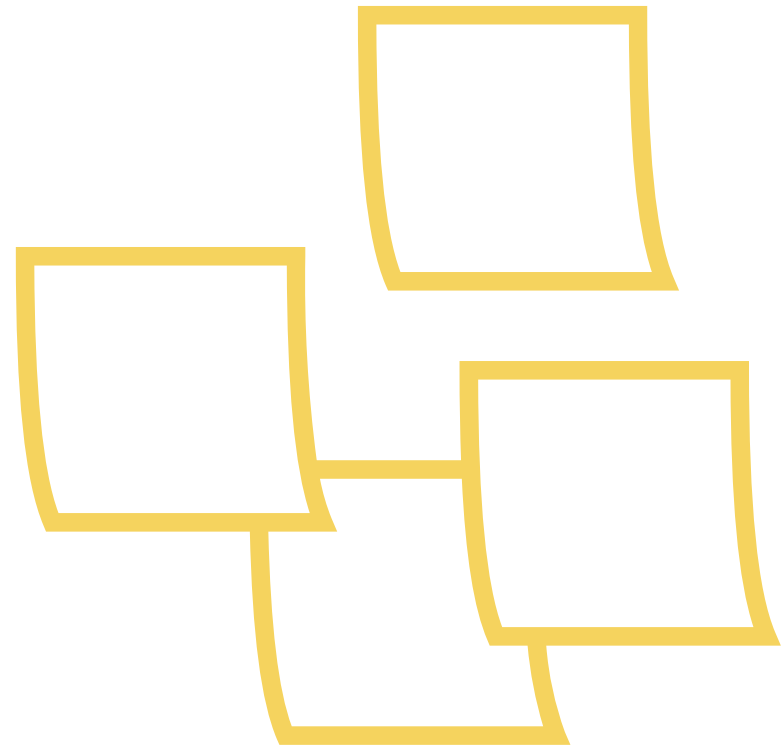
- Responsiveness
- Reflective engagement
- Exhibits a growth mindset
- Strengths-based
- Belief in the ability to change

/ Goal-driven skill development

- Promotes goal-directed behaviors
- Meaningful, timely accountability

Characteristics of a good leader in Tribal TANF or NEW programs?

- / **Grab sticky notes and a sharpie**
- / **3 minutes of individual brainstorming**
- / **Discussion and clustering in small groups**





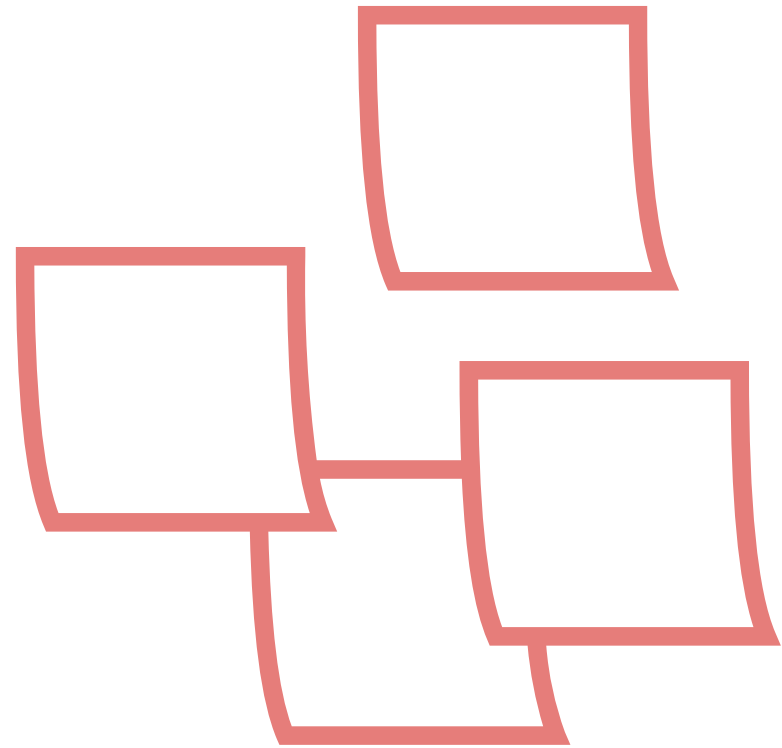
Panel discussion about leadership and mentoring



Cultivating your leadership practice

What can you do to cultivate your leadership practice?

- / **Grab sticky notes and a sharpie**
- / **2 minutes of individual brainstorming**
- / **Discussion and clustering in small groups**



Final reflections and “aha” moments



The rock STAR team

