

# 2022 Executive Development Program

## General Program Overview



The OACB Executive Development Program (EDP) was created for professionals seeking leadership positions in the developmental disability service delivery system as well as those seeking to enhance the delivery of services to individuals with developmental disabilities. EDP takes place every other year in even-numbered years.

The program meets all criteria defined by the Ohio Department of Developmental Disabilities for Continuing Professional Development Units (CPDU). Participants completing the entire program will earn 112 credit hours. Additionally, the program when completed in its entirety meets the requirements of the advanced curriculum for administrators in Ohio's developmental disabilities service delivery system as outlined in the Superintendent Certification Standards rule (OAC 5123-5-03). Full descriptions of each individual session can be found on Pages 4-7.

**New for 2022:** OACB is pleased to announce that participants will engage in a year-long, Group Capstone Project outside of our scheduled in-person class work. This effort will require participants to select one of the top 10 challenges facing the sustainability of our system. This project, which will be required for all participants to graduate, will be presented during the penultimate session of the program to an audience of colleagues and esteemed guests. More information about this project can be found on Page 2.

**Also new in 2022,** an additional series of in-depth, virtual leadership development sessions will be offered via the Zoom platform in the months of May, June, and July. These sessions, which are not required to participate in EDP and are designed to support those participants who are interested in taking the next step in their career by obtaining their superintendent certificate, are offered in collaboration with the Ohio Superintendents of County Boards of DD. More information about this opportunity can be found on Page 3.

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**Location:** Columbus Airport Marriott, 1375 N. Cassady Ave., Columbus, OH 43219

**Session Days:** 9:00 a.m. to 4:30 p.m. on Jan. 10-11, Feb. 7-8, March 7-8, April 4-5, August 8-9, Sept. 12-13, Oct. 12-13, and Nov. 14-15.

**Hotel Reservations (if needed):** Reduced-rate rooms are \$159 per night. Call (614) 475-7551 and mention OACB Executive Development Program to book at the reduced rate.

**Registration:** Register online at [www.members.oacbdd.org](http://www.members.oacbdd.org) before December 10 at 5pm.

**Cost:** \$2,400

# 2022 Executive Development Program

## Group Capstone Project

Ohio's DD service delivery system is at a crossroads. Every day, new challenges threaten the ability of our system to achieve its mission of supporting the health, safety, and well-being of nearly 100,000 people with developmental disabilities in the state.

As the current and future leaders of our system, EDP participants have a unique obligation to overcome these challenges. How can we ensure a sustainable future for people with developmental disabilities in Ohio?

This year, EDP participants will be presented with a year-long quest to address one of ten overarching, existential threats facing our system. During group work sessions that will occur outside of regularly-scheduled classes throughout the year, participants will collaborate with their classmates to create a solution to these challenges and then present it to their colleagues (and esteemed guests) during a capstone presentation on November 14. The ten subject matter areas include the following:

- Ohio's DSP Workforce Shortage
- Avoiding the Looming SSA Workforce Shortage
- Addressing Ohio's Transportation Challenges
- Overcoming Ohio's Accessible Housing Shortage
- Ensuring Greater Access to Healthcare and Healthcare Providers
- Creating a More Representative, Equitable, and Inclusive DD System
- Ensuring Long-Term Community Awareness, Relevance, and Role of CB
- Simplifying Ohio's Complex Waiver Structure
- Increasing the Adoption and Acceptance of Remote Supports
- Improving Supports for People (and Caregivers) as they Age

Additional topics not listed here may be identified and selected if a group believes that it presents a greater threat than those initially provided.

Participation in the Group Capstone project is mandatory to participate in the 2022 Executive Development Program. More information will be shared in the opening sessions of EDP!

# 2022 Executive Development Program

## Superintendent Leadership Add-on Track

In 2022, OACB and the Ohio Superintendents of County Boards of DD association are combining forces to merge Executive Development Program and Superintendent Development Program into one, all-inclusive, leadership development experience.

As part of this new joint venture, participants whose leadership journey may one day include becoming superintendent of a county board of DD will have a unique opportunity to gain an in-depth understanding of the superintendent position by participating in virtual sessions that will be offered once a month during EDP's traditional summer break period.

During these sessions, which are organized and presented by the superintendents' association, participants will gain unique insights from those who know the job best: current superintendents from county boards across the state. The topics that have been selected for these sessions will focus specifically on what a person who holds the position of superintendent must do to be successful in that aspect of their job.

### May 2022: Superintendent as Executive

Topics include: Role of the superintendent, role of board members, developing positive superintendent-board member relationships, preparing for and conducting board meetings, interviewing for the superintendent position, and negotiating superintendent contracts.

### June 2022: Superintendent as Planner

Topics include: Financial considerations and general levy planning responsibilities, understanding and implementing long-term fiscal projections/plans, working with local budget commissions, and county-specific levy planning/strategies.

### July 2022: Superintendent as Manager

Topics include: Human resources issues, creating and maintaining organizational culture, setting goals/conducting evaluations, employee career development, succession planning and risk analysis, regional collaboration, and provider supports.

Program session days will be virtual-only to allow those who would like to participate to do so without committing to additional travel and potential hotel expenses in the process.

**The cost to participate in these add-on sessions is \$50 per session, per participant (\$150 total).** All sessions will qualify for Continuing Professional Development Units (CPDU) in the superintendent category. To assist with county board payment/purchase order processes, EDP participants must register for these sessions when they register for the entire program—simply select the optional sessions during the standard registration process.

Note: Participation in these additional sessions is optional and not required to graduate from the Executive Development Program.

# 2022 Executive Development Program

## Core Curriculum: Individual Session Descriptions

### January 10: Self-Assessment and Goal Setting

In this session, we will begin our Executive Development Program leadership experience by taking a deeper look at participants' skills, strengths, and personal attributes to discover what drives them, gets them excited, and makes them feel authentic and engaged. Facilitated by the VIA Institute on Character, this day-long exercise will help participants create a personal development plan for the year and better understand their colleagues as assessments are shared in small group exercises.

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### January 11: Personal Side of Leadership

Building on the discoveries made in the previous day's session, participants will learn about the importance of Emotional Intelligence/EQ and discuss various leadership philosophies. Following classroom-style discussions of these topics, participants will begin developing their personal leadership philosophy with the support of session instructors.

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### February 7: Understanding the Past, Present, and Future of Ohio's DD System

To better understand the present and future of DD services in Ohio, participants will take a deep dive into the history of our system by hearing from those who have played key roles at various points over the past 54 years. After gaining this new understanding, they will then explore how our system operates today—particularly in the areas of residential services, adult day supports, and employment. Later, we will discuss what our system could look like in 5, 10, or 20 years as the result of decisions made today.

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### February 8: Supported Decision-Making and Self-Determination

In this session, participants will learn about key self-determination concepts and the importance of promoting individual choice in service provision and life choices for people served. Specific topics of importance to be discussed include: self-advocacy, guardianships, friendships/romantic relationships, marriage, end-of-life planning, and the importance of a person's active participation in their own planning process, among others.

### **March 7: Customer Experience**

Collecting, analyzing, understanding, and operationalizing customer experience data provided by people served in Ohio's DD system is essential for DD leaders who want to know whether or not their organizations are fulfilling their mission. In this session, participants will learn the fundamentals of customer experience (CX), identify strategies and best practices for collecting and analyzing CX data, establishing benchmarks for continuous improvement, and communicating how organizations are adapting to the needs of their customers in response to the information they provide.

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### **March 8: Employee Experience**

The workplace has been forever changed by the pandemic. As a result, leaders must be prepared to adapt their organizations to the changing expectations of their employees—or risk becoming perceived as outdated (and therefore unattractive) to both current and future staff. In this session, participants will learn about various approaches to employee engagement, including: how to create a positive workplace/organizational culture, how to set (and maintain) proper work/life balance expectations with employees, and how to ensure organizational staff represent a diversity of backgrounds and lived experiences.

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### **April 4: Funding Systems, Local Levies, and Strategic Planning**

Ohio's DD service delivery system is made possible by a complex web of local, state, and federal funding sources. Understanding how these funding sources operate and interact with one another is essential for any local leader who wants to develop new and innovative solutions to the challenges our system will face in the years ahead. In this session, participants will learn the intricacies of the HCBS waiver system and how county boards are essential to keeping this network of funds operational. After developing an understanding of the resources available to them, participants will then learn how to apply these resources when creating and implementing local strategic plans.

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### **April 5: Marketing, Branding, and Crisis Communications**

Whether they realize it or not, local DD leaders strongly influence how people with developmental disabilities are perceived in their communities. In this session, participants will critically evaluate the words and images used to portray people with DD and discuss how the marketing and branding strategies of organizations that provide them with a lifetime of services and supports should be designed for maximum impact. In addition, attendees will learn about and then practice crisis communications strategies and tactics through hands-on exercises throughout the afternoon.

## **August 8: Understanding and Influencing Public Policy**

Leaders must not only understand the laws, rules, and regulations that govern Ohio's DD system, they must also understand how to influence them when changes are needed to better serve people with developmental disabilities. In this session, participants will travel to Capitol Square to learn about the legislative process by engaging directly with state lawmakers and OACB's legislative advocacy team. Afterward, participants will travel across the street to hear directly from officials at the Ohio Department of DD about the specific roles and responsibilities state regulators play in overseeing the delivery of services in Ohio, including how policy is made through the administrative rule process.

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## **August 9: Personal Ethics and Legal Obligations**

Individuals and organizations in the DD system must perform their duties and deliver services within the bounds of several important state and federal laws—or risk serious consequences. Similarly, individuals who work for public agencies have many unique ethical obligations to consider in the course of their jobs that are not always immediately apparent. In this session, participants will learn about these important legal obligations and ethical considerations from OACB legal counsel and representatives from the Ohio Ethics Commission. In addition, participants will explore non-legal ethical boundaries around service delivery, self-determination, and resource allocation.

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## **September 12: Community Partnerships in Service Provision**

Local collaboration between county boards, providers, and various community stakeholders is essential to effective service delivery. In this session, participants will learn from various partners within Ohio's DD service system—including agency providers, housing corporations, community employers, K-12 schools, Early Intervention practitioners, and others—on ways that local partnerships improve the lives of people with developmental disabilities and their families.

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## **September 13: Modernizing DD Services with Technology Solutions**

Leaders within our system must embrace modern technology solutions to overcome the challenges posed by the DD workforce crisis and the evolving service expectations of people with disabilities and their families. A transition to technology-based supports will be easier for some than others, though all must eventually be open to these options if their needs are to be fully met. In this session, participants will learn about the various solutions available on the market today, discuss how to effectively integrate these solutions into existing service plans, and experience various solutions on-site via demonstrations and hands-on activities.

## **October 12: Trauma-Informed Care, Self-Care, and Compassion Fatigue**

People with disabilities and the professionals who support them are equally affected by trauma, stress, and mental health challenges. When these issues are left unaddressed, health risks, safety, and similar adverse outcomes are all but guaranteed to follow. In this session, participants will learn the fundamentals of trauma-informed care, discuss how the mental well-being of people served and staff members are directly related, and learn the role that leaders have in maintaining a positive organizational culture that respects and supports the overall well-being of everyone involved.

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## **October 13: Leading Teams, Managing Meetings, and Delivering Presentations**

Whether leading a team of three, thirty, or three hundred people, leaders must be prepared to effectively communicate their vision, strategy, and desired outcomes if they hope to get results. In this session, participants will learn how to set up and manage effective meetings, resolve conflicts and support collaboration within teams, and convey their thoughts clearly and consistently to audiences of various sizes. In addition to classroom-style instruction, participants will hone their presentation skills in hands-on, workshop-style activities throughout the day in preparation for capstone presentations in the following session.

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## **November 14: Capstone Project Presentations**

Using knowledge gained throughout all previous sessions, participants will offer 10 unique proposals to address several major challenges threatening the future of Ohio's DD service delivery system. Presentations will be delivered in front of their fellow class members, invited guests, and distinguished leaders within the DD field. Awards will be presented for the most practical/real-world solution, the most creative/innovative solution, and best overall solution as voted upon by everyone in attendance.

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## **November 15: Program Reflections and Graduation**

In the final session of the program, participants will reflect on the previous fifteen days of leadership development in structured group activities. During discussions with their colleagues, participants will identify the lessons they have learned, discuss how they believe they have grown over the past year, and commit to making changes they believe are necessary to allow for their continued development in the future. The session will close with an "Ask Me Anything"-style conversation between current and former graduates of the Executive Development Program on the many EDP lessons they continue to use as top leaders within our system, followed by the presentation of graduation award prisms to the Class of 2022.