



Southeast (HHS Region 4)

PTTC

Prevention Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration

Practical Skills in Prevention

Session 2: Contagious Leadership!

If there is such a thing?

November 8, 2023

Presented by

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CEO of Prosper & Partners

International Consulting Firm, LLC





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Disclaimer

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- The contents are those of the author(s) and do not necessarily represent the official views of, nor an endorsement, by SAMHSA/HHS, or the U.S. Government.

The use of affirming language inspires hope.

LANGUAGE MATTERS.

Words have power.

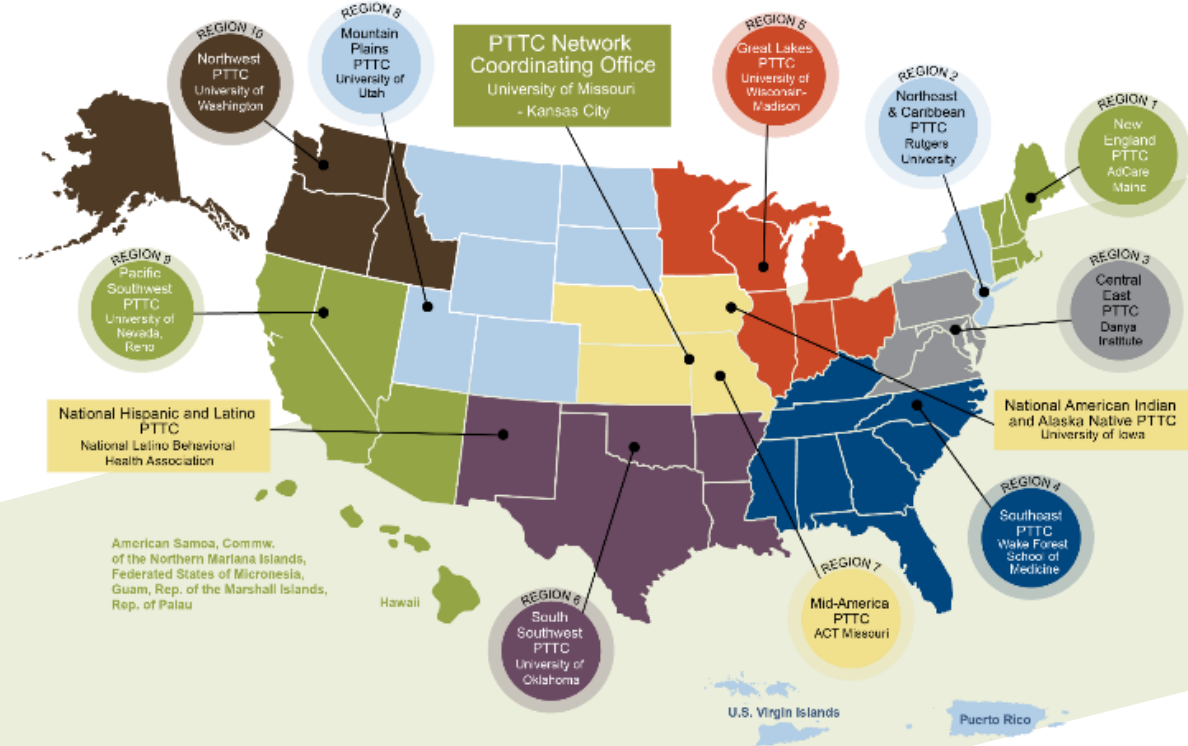
PEOPLE FIRST.

The PTTC Network uses affirming language to promote the application of evidence-based and culturally informed practices.



PTTC Prevention Technology Transfer Center Network
 Funded by Substance Abuse and Mental Health Services Administration

PTTC Network



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Wake Forest University
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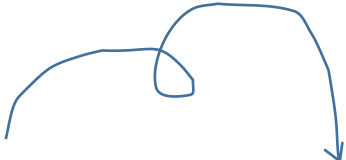
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Upcoming Events

HIV A to Z: An Interactive Training
for Prevention & Treatment
Providers

December 5th

December 7th

Empowering Prevention
Professionals: A Deep Drive into
Certification, Equity, and Essential
Resources

<https://pttcnetwork.org/centers/southeast-pttc/southeast-pttc-webinars>

Today's Presenter



Q&A



<https://ttc-gpra.org/P?s=259898>



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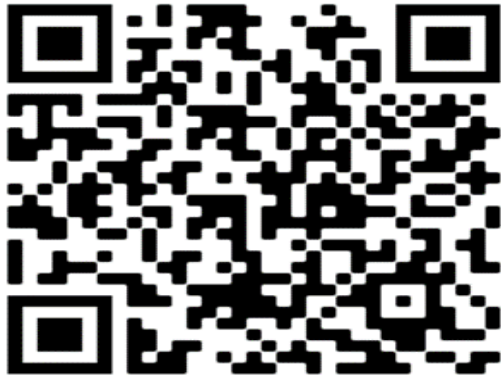
PTTC

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The purpose of the Prevention Technology Transfer Center (PTTC) Network is to improve implementation and delivery of effective substance abuse prevention interventions, and provide training and technical assistance services to the substance abuse prevention field.

Address for the listserv is

<https://lp.constantcontactpages.com/su/OaIT5aj/SignUp>



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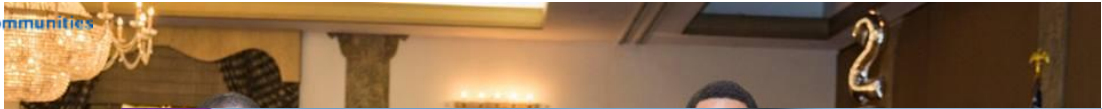


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— & —
PARTNERS

Contagious Leadership!? If there is such a thing?

Southeast - PTTC

Colber Prosper, M.S.
CEO of Prosper & Partners, LLC



YOUTH SPOTLIGHT



Jaleyna Lawes
NYAC MEMBER



Prosper & Partners, LLC

Our Vision – A transformative team of do-gooders that assists professionals, organizations, and communities around the world to work better together

Our Mission – We listen to you. We then use tools from diverse disciplines to provide a strategic process and tailored trainings that achieve your goals while helping your team become more kind conscious, and prosperous.

<https://www.youtube.com/watch?v=g-U0y6STLSI>



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Expectations

- Choose your engagement.
- Be honest.
- Make space and take space.
- Practice respect without judgment.
- Preserve confidentiality.
- Expect some discomfort, but practice self care when charged or triggered. (signals)
- “Ouch”

Learning Objectives

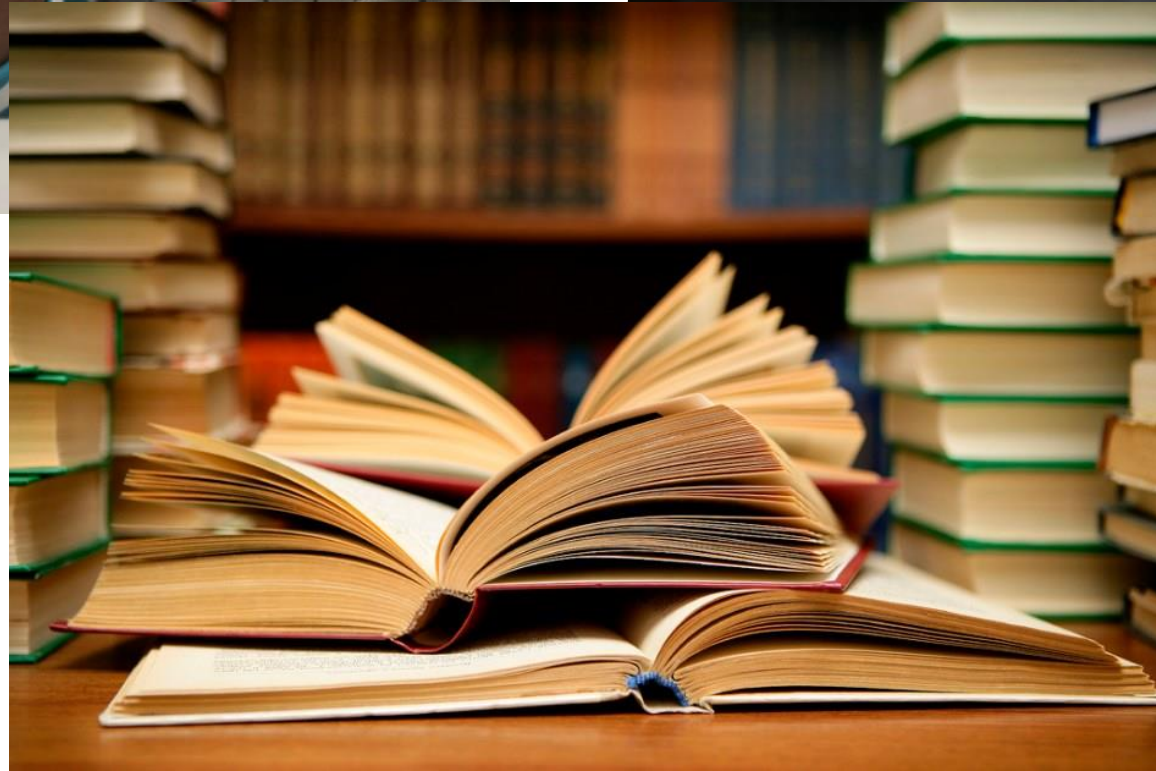
- ▶ Discuss challenges in retaining prevention professionals
- ▶ Define transformational leadership
- ▶ Brainstorm strategies to motivate and engage prevention professionals

Word Cloud: One word to describe effective leadership





**work
experience**



Transformational Leadership

- ▶ According to [James MacGregor] Burns, leadership must be aligned with a collective purpose and effective leaders must be judged by their ability to make social change.
- ▶ The concept of moral leadership is proposed as a means for leaders to take responsibility for their leadership and to aspire to satisfy the needs of the followers.
- ▶ Burns position is that leaders are neither born nor made; instead, leaders evolve from a structure of motivation, values, and goals (Steward, 2006)

Transformational Leadership

Transformational leadership refers to the leader moving the follower beyond immediate self-interest through idealized influence (charisma), inspiration, intellectual stimulation, or individual consideration. It elevates the follower's level of maturity and ideals as well as concerns for achievement, self-actualization, and the well-being of others, the organization, and society (Bass, 1999)

4 Components of Transformational Leadership

- ▶ **Idealized Influence** - refers a leaders who act as solid role models for their followers due to their extraordinary capabilities and high doctrines of ethical conduct...The leaders deliver their followers with a clear vision and mission for their company and, in turn earn a high level of respect and trust from their followers
- ▶ **Inspirational Motivation** - motivate followers so that they are able to perform beyond the expectation...thus making the achievement of organizational goals an attractive means of achieving personal goals

4 Components of Transformational Leadership

- ▶ **Intellectual Stimulation** - leaders simulate their supporters', efforts to be innovative and creative by questioning expectations, reframing difficulties, and imminent new idea...Followers are encourage to try new approaches, and their ideas are not criticized because they differ from the leaders ideas...
- ▶ **Individualized Consideration** - gives special attention to each individual follower's needs for achievement and growth by acting as a coach or mentor...show consideration for their followers' needs and are prepared to encourage the development of appropriate work place behavior (Reza, 2019)

Prevention Workforce: CA & MO



Generations in the Workforce



Rikki Barton
Onward Consulting



Colber Prosper
Prosper & Partners

California Prevention Workforce Survey 2019

- ▶ Average age in the prevention field is 47
- ▶ 63% are above 40 years of age
- ▶ 20% are nearing or at retirement
- ▶ 39.1% reported being in the prevention field for more than 10 years
- ▶ 31.1% reported being in the field 3 years or less (nearly 1 in 3 are new)

Missouri Prevention Workforce Survey 2019

- ▶ Average age in the prevention field is mid-40s (median 42-47)
- ▶ Median age of STRC/PRC Staff: 36-41
- ▶ 35% are 53 or older (nearing retirement age)
- ▶ 31% reported being in the prevention field for more than 10 years
- ▶ 43% of STRC/PRC staff have been in the field 3 years or less

Voluntarily Leaving

▶ California Prevention Workforce Survey 2019

- ▶ 37.6% will definitely/most likely voluntarily leave the prevention field in the next 3 years
- ▶ Of those 54.2% will be looking for a job in the prevention field

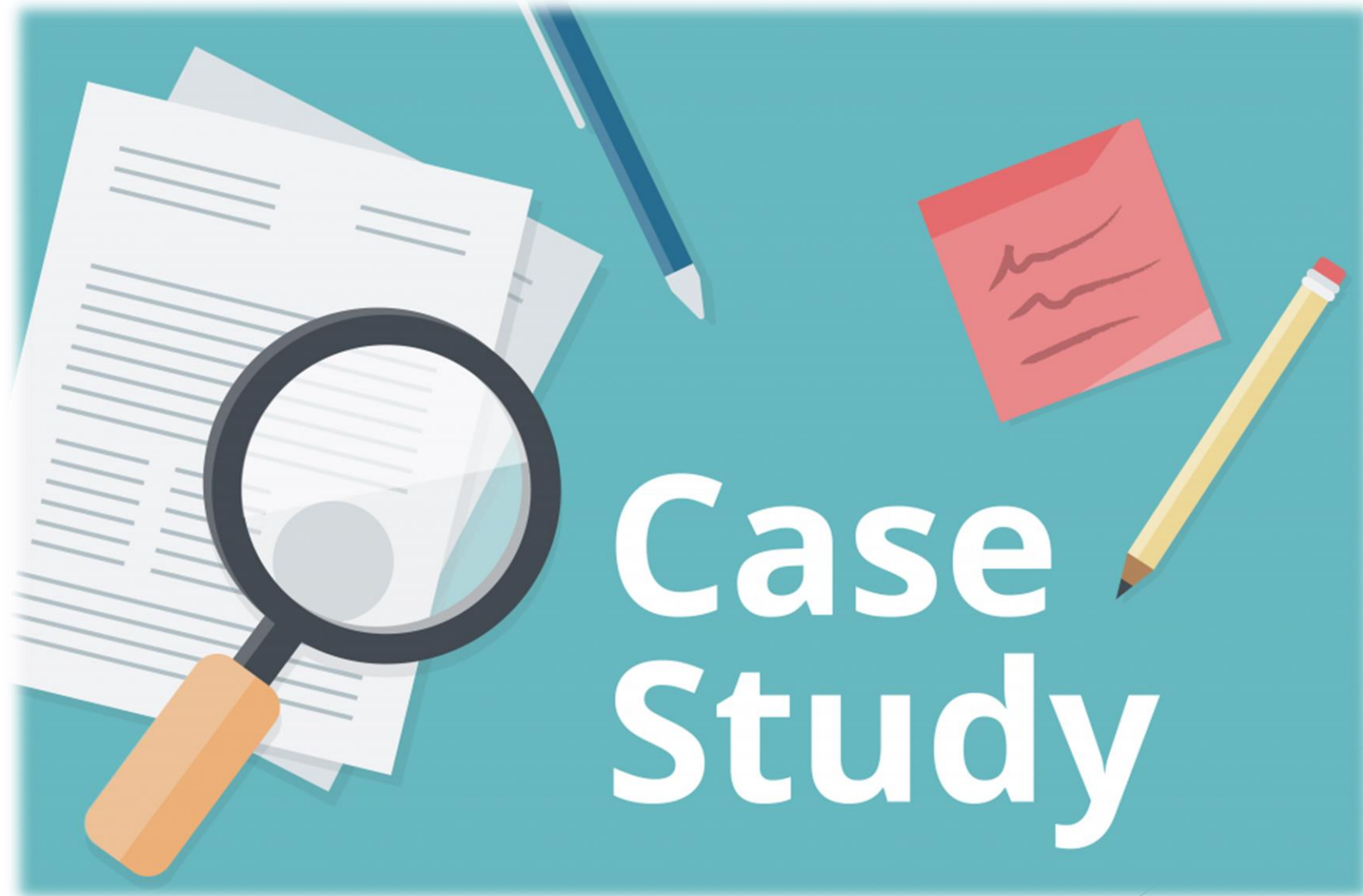
▶ Missouri Prevention Workforce Survey 2019

- ▶ 28.4% will likely voluntarily leave the prevention field in the next 3 years
- ▶ 24 – 29 age group: 50% will likely voluntarily leave the prevention field in the next 3 years
- ▶ 32% of 24 – 29 age group will be looking for a job in the prevention field

Missouri Prevention Workforce Survey 2019

- ▶ 37.5% of Black prevention professionals are somewhat likely voluntarily leave the prevention field in the next 3 years while 6.3% are definitely going to leave. Of those, 37.5% will look for another job in prevention
- ▶ 26.7% of White prevention professionals are very likely or somewhat likely to leave the prevention field in the next 3 years while 2.1% are definitely going to leave. Of those, 18.5% will look for another job in prevention

Leading Community Change



Case
Study

Transformational Leadership: Case Study

- ▶ What does the Transformational Leadership model have to offer this case study?
- ▶ How does Aleena conduct herself as a role model?
- ▶ How does Aleena motivate staff, coalition members and community stakeholders to achieve health equity goals?

Recommendations

- ▶ Leadership style
 - ▶ Incentive management
 - ▶ Task focused
 - ▶ Shared leadership
 - ▶ Empowering/collective
- ▶ Quality of Strategic Plans
- ▶ Membership
 - ▶ Diversity of members
 - ▶ Member collaboration and group cohesion
 - ▶ Member satisfaction



Any questions?

Who cares ?

So what?



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