

VNPP

## 2021 Emerging Leaders

We are looking for the industry  
leaders of tomorrow!

Who will be the next generation of leaders  
in community I/DD or BH services?

How will we compete for the talent with the  
growing number of options attractive to  
the 20-35 year olds – what do they need to be  
successful?

And how will we represent the diversity in  
leadership that we have in our front line staff and  
individuals we support?

We are looking for our Emerging Leaders –  
Nominate your choice today!

## Course Description and Background

Building a future contingent of leadership for Human Services agencies is difficult:

- Most budgets do not allow for positions for “assistant” Directors, nor for the provision of educational opportunities in management, leadership, administration, etc
- Staff come to positions because they are “good clinicians” willing to take on more duties, or are reliable and competent in the job they have so are “promoted” to the next level – only a few come into top leadership from positions or training that have given them the facts and abilities that they need
- VNPP wants to build the leadership skills and necessary knowledge in our “emerging leaders” recognizing the goal of building a next generation of leaders who represent the racial and ethnic diversity of our staff

Target group – program directors, senior staff who are “up and coming,” nominated by the CEO, and ideally recognizing the goal of building a next generation of leaders who represent the racial and ethnic diversity of our staff

Ideal group would be 8 members

Cost per member:

- \$1,200 which includes 4 sessions and registration for both days of the VNPP 2021 Fall Conference
- Sessions will be “virtual” (April & May) 3 hours each; and in person, if possible, in August & September (10am to 2pm – lunch included)
- Conference – October 13<sup>th</sup> & 14<sup>th</sup> including dinner with CEO on the evening of 13 October

Submit nominations, using the form included, by 15 February to [Jennifer@vnppinc.org](mailto:Jennifer@vnppinc.org); selections will be made by 1 March and nominees/CEOs will be notified. Invoices for payment as well as the dates for all sessions will be sent at that time; payment will be due prior to the first Session. \$600 is a non-refundable deposit; the remainder may be prorated if the participant is not able to attend; only those participants who attend all Sessions (4 Discussion Sessions & 2 Day Conference) will be recognized as an Emerging Leader at the 2021 VNPP Conference.