

Supervision Certificate 1: The Role of Leaders in Staff Retention*



Date: November 30, 2007
Time: Registration 8:30 AM • Program 9:00 AM-4:45 PM
Location: Kellogg Hotel and Conference Center, 55 South Harrison Road, East Lansing, MI
CECHs: 6
CE Faculty: Jeff Roley, MS, LBSW

Description: As a leader in a child and family service agency, it is crucial to recruit, select, and retain the right staff to do the job. Positive outcomes for children and families are main priorities for service leaders. It is very difficult to succeed in this area without a qualified and committed workforce. This workshop has been developed for child and family service leaders and anyone who aspires to have a leadership role in a child and family service agency. The mindset, methods, and tools leaders need to accomplish agency missions and goals through focusing their efforts around staff retention processes will be the focus of this interactive workshop. Topics such as: leadership models for staff retention, leaders and relationships, developing a leadership team, staff development, mission and direction, salaries, benefits and non-monetary rewards, accountability and outcomes as well as developing a culture for staff retention will be covered. Each participant will go home with a workbook created specifically for this course with assessment tools, activities, and information to use alone or with their staff to begin creating a culture where staff thrive.

*This is a core course for the Supervision in Child and Family Services Certificate.

Objectives: As a result of this course, participants will be prepared to:

1. List three challenges facing leaders in retaining staff.
2. Describe a strategy for selecting the right staff.
3. Explain how as a leader you can develop a culture for staff retention.

Seminar content recommended for
intermediate and advanced skill levels.
Clinical and macro practice.

About the faculty member: Jeffrey H. Roley, MS, LBSW, has 33 years of management and leadership experience in child welfare institutions in Michigan. He began as direct care staff in a residential program for delinquent adolescent boys, and over the years has performed virtually every position in a child welfare institution with the exception of accounting. Currently, Jeff is serving children and families as the director of professional services at Eagle Village in Hersey, MI. For the past three years, he has participated in the Public-Private Partnership Initiative and the Child Welfare Worker Recruitment and Retention Project, which is federally funded by DHHS and in collaboration with MSU School of Social Work, McKenzie Consulting, Michigan Department of Human Services, and the Michigan Federation for Children and Families.

Cost: \$165 general fee; \$140 Michigan Federation for Children and Families Full or Affiliate Member employee, MSU alumni, field instructor or field liaison for 2006-2008, and groups of five or more (per person); \$125 student. All fees include continental breakfast and materials. Lunch is on your own.