

Leadership Academy of Middle Managers Alumni Stories

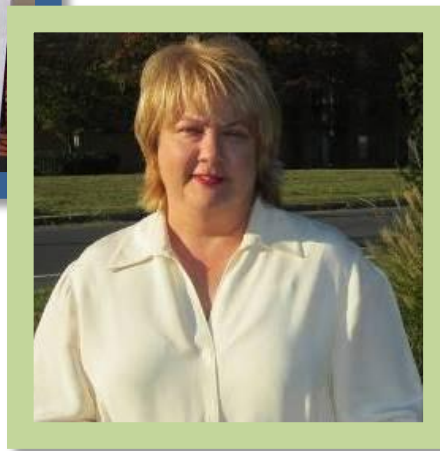
April Potts, Seattle 2012 Cohort

I presented my change initiative to our Assistant Secretary and it was one of the proudest moments in my career. She approved the initiative with very few additions and was very complimentary. I am really excited to move forward with implementing. Thank you LAMM! If you are just starting a change initiative, I recommend using the resources available through the WIKI or through the LAMM process. The NCWWI Leadership is very helpful to keep in mind when developing the change initiative and presenting it.



Kym Miller, Seattle 2012 Cohort

There has been a 400% increase in CASA volunteers that are tribal as a direct result of what was learned at LAMM. I am so thankful for the training I received!



Freida Baker, Philadelphia 2011 Cohort

Hands down the best management and supervisory training I've ever attended.



Jennifer Gregory, Philadelphia 2011 Cohort

Personally, I am extremely grateful for my time at LAMM! I am using the tools I learned there, not just with regard to the fatherhood initiative, but in all the programs I oversee. Thanks again (and again) for an awesome opportunity!

Brenda Gooley, New York 2011 Cohort

The LAMM experience has given me the framework by which to lead with confidence. Since the training, I have referred back to the materials numerous times.

Fatherhood engagement has been one of my areas of focus. Recognizing the "hot spots" and how to work through them effectively has given me confidence to lead others through this work more effectively. The workforce development materials have been very useful to assess district office capacity, and to strengthen the foundation.

As a division, the LAMM is helping us to grow highly effective leaders in child welfare in our state. If you are just starting a change initiative, embrace technology and surf the web through the LAMM sites--if I can do it you can too!! It is truly empowering to see how thorough the foundation of research, and practice guidance for how to move it forward is out there--we are doing this work at an amazing time in our development!



Paul Fritzler, Denver 2009 Cohort

My change initiative focused on Retention and Recruitment. We just completed our fourth year of a grant with Butler Institute for Families called the Western Workforce Project. We have done two organizational health assessments (COHAs) in our district and from these we developed strategic plans to implement change in the problem areas. The main goal was to improve retention and recruitment in order to have better outcomes for the families we serve. Other goals centered on supervision, job satisfaction and becoming a learning organization. The project has been quite successful and we have demonstrated improvements in these areas. One of many measurements was our turnover rate which has gone from 26% to just over 8%!

Sharon Geffken, Denver 2009 Cohort

My change initiative involved improving services and outcomes for agency clients through a restructuring of our Social Services Division and increased collaboration. We have successfully increased the number of direct service caseworkers resulting in lower caseloads and increased direct service time for families. We continue to expand team decision-making meetings and have seen our custody numbers decrease dramatically in the past 3 years: from over 800 children in care to a current number of 534. We have a strong Fatherhood Initiative in place and have increased the number of fathers identified and involved with their children. We are also working with Casey Family Programs to bring Permanency Roundtables to our agency this year.

John Nalezny, Denver 2009 Cohort

My change initiative was implementing Transition Age Youth Services and if you were to ask me prior to attending LAMM's residential training how I was going to do this, I wouldn't have had a clue. But from the LAMM training, I was given a vocabulary and foundation which helped me successfully facilitate this change in my agency. I have used these skills every day since I attended in 2009.

Michael Wonderlich, Denver 2009 Cohort

My change initiative is to build statewide collaboratives in order to aide in the transitioning of youth from the Child Welfare System into the Adult Developmental Disabilities System. In Illinois we have 'statewide' departments which encourage the building of silos necessitating broad reaching and deep networks. Periodically DCFS has developed a backlog of youth to transition due to various issues within the adult system. The change initiative was developed to positively affect the intersection between the two systems. We started with a meeting of statewide stakeholder agencies to discuss and make positive change regarding the process. We have since expanded to four separate initiatives due to the complexity of transitioning our youth, and have made both macro and micro attempts at change. Each initiative has spawned creative thinking from stakeholders to help serve this vulnerable population. The change initiative has had ups and downs but the main learning is to remain flexible, maintain a “can do” attitude and network.