



KCR

COMMUNITY RESOURCES

DISRUPTIVE LEADERSHIP PROGRAM OUTLINE - 2022/23

[United Way British Columbia \(UWBC\)](#), [KCR Community Resources \(KCR\)](#), and community partners have developed a first offering of a Disruptive Leadership program to support leaders to understand and demonstrate the values of justice, equity, diversity and inclusion (JEDI), and lead disruptive change in their organizations.

PROGRAM SESSIONS PROGRAM OUTLINE

SESSION 1 - OCTOBER 4

Build awareness of your personality traits and their impact on your leadership
JEDI values

AM: Awareness of personal and leadership traits

- Build personal awareness of self and cohort team personality traits
- Individual and team leadership strengths and weaknesses

Lunch and Welcome

- Indigenous Elder to lead a prayer and welcome sponsors and participants

PM: JEDI values

- KCR to conduct JEDI workshop

SESSION 2 - NOVEMBER 1

Truth and Reconciliation
Leadership systems and processes to support JEDI

AM: Truth and Reconciliation - Kinshift

PM: Leadership and learning

- Analyze, evaluate and develop leadership systems and processes to support organizations in leading a diverse, inclusive, equitable and socially just organization
- Discuss and develop individual and cohort team organizational change projects



- Introduce using reflective journaling to support transformative learning

SESSION 3 - DECEMBER 6

Leading organizational change and disruption
Allyship and Lived Experience in organizational adaptation

AM: Leadership and JEDI

- Discuss and develop ways of addressing resistance to change
- Leading your organizations through change
- Building your leadership skills and practices to support adaptation and manage ambiguity
- Using developmental evaluation to adapt programs and processes

PM: Poverty and homelessness

- Allyship in Practice - Kerry Rempel, Kyleen Myrah and LECO representative
- Leadership skills to build allies and recognize Lived and Living Experience
- Building awareness and adapting systems in your organization

SESSION 4 – JANUARY 10

Walking in Someone Else's Shoes
Leadership and performance management in teams

AM: Exercise - Walking in Someone Else's Shoes

- Panel discussion with representatives from, CMHA, BIMPOC, Newcomers,
- Lived and Living Experience
- Facilitating a workshop on "Walking in Someone Else's Shoes"

PM: Leadership

- Leading self and others
- Managing and coaching team and individual performance through a
- JEDI Lens

SESSION 5 – FEBRUARY 7

Organizational Development and Leaders - Models in Action
Developing organizations to support and respect others



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AM: Leadership and individual organizational project results

- Individual discussion about organizational projects
- Coaching to support results
- Organizational Development and Leadership - Models in action
- Recruiting and developing your people

PM: Systems, language and processes that discriminate

- Elizabeth Fry Society - How can organizations develop ways to actively
- engage with E-Fry Society in their mission to “to support and empower
- survivors of intimate partner and sexual abuse, exploitation, or violence”
- Kelowna Pride and Living Positive

SESSION 6 - MARCH 7

Leaders as facilitators

Engaging allies, those with lived and living experience, and stakeholders in organizational change and development

AM: Cohort Team Projects

- Team poster presentations
- Evaluating and adapting

PM: Leaders as facilitators of change

- Leading JEDI change in your organization
- Ethical engagement

FINAL SESSION AND CELEBRATION - APRIL 4

Bring sponsors, speakers, facilitators and participants together to celebrate Final commitments to moving forward

Learn more & register at <https://kcr.ca/community-services/disruptive-leadership/>.



United Way
British Columbia

Working with communities in BC's
Interior, Lower Mainland, Central
& Northern Vancouver Island



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Enhancing Lives - Connecting Communities

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