

# The CT Executive Fellowship Program

The C- Suite Preparation  
Experience



# Partnership with OEC



**Executive Fellowship Program**

**RISE • INSPIRE • LEAD**

# LEADERSHIP <sup>Next</sup>

## Mission

- Cultivate the next generation of executive leaders
- Strengthen CT's leaders in State Government through education & development- Teaching what is typically not taught
- Prepare Fellows through provocative conversations, training and coaching
- Create opportunities for learning across state agencies
- Impact the well-being of children and families in CT





# Fellows Will Have Character AND Competence

Demonstrated knowledge and skills

Proven track record of productivity

Emotional Intelligence

Integrity

Bridge Builder

Professional Maturity

Justice Oriented

Visionary

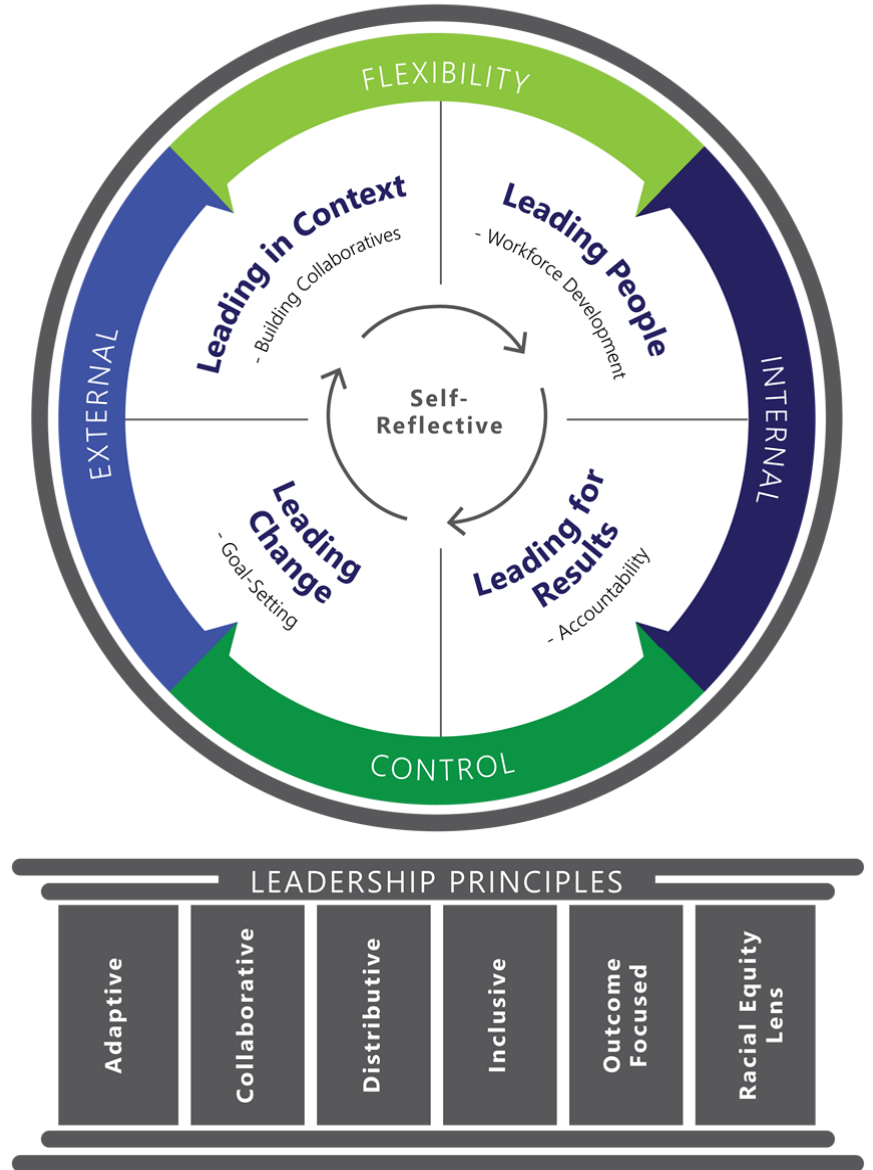
Trustworthy

# Overview of the Fellowship Program & How it is Different From LAMM, LAS and Inspired Leadership

- Classroom Learning Taught by State Executives
- Behavioral Coaching by Admired Leadership
- Executive Coaching from State and National Leaders
- Capstone Project



# NCWWI Leadership Competency Framework





# Self-Assessment/Leadership Tools



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- DISC
- 360
- Strength Finders
- Myers Briggs
- The Grasshopper Effect
- Others



Mallory Spigel & Matt Coyne





# Program Schedule

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- Kickoff – September 22, 2021, 9 a.m. – 12 p.m.
- Session 1 (Leading for Change) – October 5, 2021, 9 a.m. – 12 p.m.
- Session 2 (Leading in Context) - October 27, 2021, 9 a.m. – 4 p.m.
- Session 3 (Leading for Results) - November 15-16, 2021, 9 a.m. – 4 p.m.
- Session 4 (Leading for People) - December 8, 2021, 9 a.m. – 4 p.m.

# Our Inaugural Participants

1. Dr. Nicole Taylor, Medical Director, DCF
2. Dr. Frank Gregory, Superintendent, Albert J. Solnit South Center, DCF
3. Tina Jefferson, Bureau Chief of Child Welfare, DCF
4. JoShonda Guerrier, Senior Administrator, DCF
5. Melanie Sparks, Assistant CFO, DCF
6. Monica Rams, Director of Multicultural Affairs, DCF
7. Vinnie Russo, Legislative Affairs, DCF
8. Zoe Stout, Assistant Legal Director, DCF
9. Ashley McAuliffe, Family Support Director, OEC
10. Lorna Thomas Farquharson, Program Manager Preschool Development Birth through Five, OEC



# Our Participants

## Fellows

1. Dr. Nicole Taylor, Medical Director, DCF
2. Dr. Frank Gregory, Superintendent, Albert J. Solnit South Center, DCF
3. Tina Jefferson, Bureau Chief of Child Welfare, DCF
4. JoShonda Guerrier, Senior Administrator, DCF
5. Melanie Sparks, Assistant CFO, DCF
6. Monica Rams, Director of Multicultural Affairs, DCF
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9. Ashley McAuliffe, Family Support Director, OEC
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## Coaches

1. Dr. Reginal Eddie, CEO, Trinity Health
2. Dr. Frank Fortunatti, Yale Psychiatry
3. Linda Spears, Commissioner, MA DCF
4. Heidi McIntosh, National Child Welfare Consultant, DC
5. Beth Bye, Commissioner, OEC
6. Seila Mosquera-Bruno, Commissioner, Housing
7. Joseph Ribsam, Commissioner, NH DCF
8. Cherie Phoenix Sharpe, General Counsel, Lt. Governor's Office
9. Dr. Linda Dixon, Administrator, DCF
10. Vannessa Dorantes, Commissioner, DCF

# Our Speakers

- Leading Change
  - Lt. Gov Susan Byziewicz
- Leading in Context
  - Seila Mosquera-Bruno, Department of Housing
- Leading for Results
  - Paul Mounds, Chief of Staff
  - Secretary Melissa McCaw
- Leading People
  - Dr. Leslie Torres-Rodriguez, Superintendent, Hartford Public Schools
  - Nicholas Hermes, Chief Human Resources Officer



Our logo - Inspired By Our Fellows



# What has been the most beneficial aspect of the EFP so far?

- **Everything!! :)**
- The nudge to **see self from a strength-based perspective**.
- The **humility** in which leaders have described their experiences. Greatly appreciate the **keep-it-real tone** in discussions.
- The ability to **step back and connect** with my peers outside of a work project and the forced (but very necessary) **self reflection** on who I am as a person and a leader and whether or not that meshes with who I want to be as a leader (**a realignment of self**).
- I have to list more than one. Hearing of the path that various leaders have taken to their current position makes **the journey seem more attainable**. Having office hours with Admire leadership has been helpful in **identifying and resolving some leadership concerns**. **Partnering with a mentor** has also been very helpful.
- **Hearing lessons learned from internal and external leaders AND access to the Admired Leadership platform**
- **Learning more about myself as a leader and how people see me as a leader**. I am one who tends to doubt that I am doing enough when in reality I can see my efforts and work through my staff and their positive progress is a reflection of my leadership in so many ways.
- **Increased confidence** to assume an executive level position
- **Confronting my areas that need improvement** and working with colleagues to build our skills together
- Many aspects. **Guest speakers; Admired Leadership** consultation.