

**JUNE 7<sup>th</sup>**

**DIVERSITY, EQUITY & INCLUSION**

***10:15 – 11:45AM Leading with Self-Awareness, Self-Management, and Empathy***

**Presenter: Yolanda Pourciau, CEO of Yolanda Speaks**

Focusing on your own self awareness is essential. The more in tune with who we are, the more we can focus on regulating ourselves. Being self-aware can have significant benefits in both your personal and professional lives. Self-Management helps you to respond appropriate to difficult situations, keep you motivated, and help you to always remain empathetic. This working show will teach participants tools and tips for observing your thoughts and allowing yourself to feel aware and motivated by your body and your thoughts.

***1:30 – 3PM Owning Our Implicit Biases***

**Presenter: Jon D. Brown, Principal Consultant, Browns Consulting**

It's essential that we uncover our hidden biases and examine how we respond to those who seem to be very different from us. This can be challenging because we all like to think we have no biases. The truth is, we all have biases. Our conditioning is deep, so it will take time and commitment to recognize and overcome our present biases, but we can, and we must. We must if we desire to be leaders that people want to follow, leaders that inspire confidence. We must if we want effective teams where all team members regardless of race, gender, sexual orientation, etc. get to share their gifts, talents, and creativity. We must if we long to have communities that are safe, open and thriving. Rather than focus on achieving just more diversity, we must focus on how to create organizational equity. In this session, you'll learn how to operationalize equity and what management levers you can utilize to shift organizational culture.

***3 – 4:30PM Connecting Community Leaders to Justice***

**Presenters:**

**Walt McNeil, Sheriff, Leon County Sheriff's Office**

**Tonja Smith, Deputy Chief, Tallahassee Police Department**

**Jessica Yeary, Public Defender, Public Defenders Office**

**Alice Simms, Assistant Secretary of Prevention, Department of Juvenile Justice**

We have an obligation to break down barriers at all levels. To influence change, the community must take a deep look at improving outcomes in the areas of, housing, education, and economic security. This workshop will discuss current initiatives and strategies in place to promote equity in the community. Also discussed, will be ways agencies can work to ensure that their policies and procedures are inclusive and culturally competent.

**LEADERSHIP**

***10:15 – 11:45AM Succession Planning and Why Nonprofits Should Prioritize this Now***

**Presenters:**

**Brigid Shannon, Community Engagement Coordinator - Peace Jam Southeast & Moellership, Center for Leadership & Social Change**

**Dr. Erin Sylvester Philpot, Assistant Director for Leadership & Identity, Center for Leadership & Social Change**

Succession Planning is an essential element for nonprofits to ensure leadership continuity in the event of any key changes in personnel within the organization. A good plan will outline how they'll cover the necessary workload, pull together a team, and ensure the success of a new leader. Without developing a well-thought-out nonprofit succession plan, organizations open themselves up to serious performance risk. If they are unable to effectively bridge the knowledge gap after a key member departs, there's also the risk of losing the support of board members and donors.

***1:30 – 3PM Generational Leadership***

**Presenter: Jack Levine, Founder, 4Generations Institute**

This session will provide a range of ideas on how to approach generational shifts in leadership so that the contributions of long-time leaders are valued, new and younger leaders' talent is recognized, and groups are better prepared to work across generational divides. Giving context to these differences, participants will explore the current assumptions about

the upcoming transition between generations in the social sector; introduce new ideas or frames for thinking about generational leadership change; and examine how this change poses individual, organizational, and systemic challenges for those in the social sector. In addition, this session will provide numerous examples and practical exercises to show how to address these issues.

### **3 – 4:30PM Building and Maintaining a Strong Team**

**Presenter: Dr. Benny Bolden, Principal, Nims Middle School, LCS**

One thing that leaders are often pondering is the performance and relationships of their team. Performance indicators show that effective teams will almost always outperform people working individually, particularly in high-pressure situations or when multiple skill sets are needed. This should not come as much of a surprise, as most organizations are recognizing the importance of team building in employee recruitment and retention as well as productivity. However, building effective teams requires more than an abstract commitment to teamwork; it requires input from managers to foster it. Without team building skills, a manager risks limiting the productivity of their employees to what each member can do on their own, whereas if you foster team building you can unite your team around a common goal and attract and retain quality staff for your organization.

## **SUSTAINABILITY**

### **10:15 – 11:45AM Capacity Building and Breaking through the Scarcity Mentality**

**Presenters:**

**Royle King, Executive Director, Omega Lamplighters**

**Monique Van Pelt, Executive Director, Second Harvest of the Big Bend**

As nonprofit leaders, it can be very easy to adopt a poverty mentality. As leaders, we want to ensure that our teams have the tools needed to fulfill the mission of the agency. This workshop will focus on these topics and include, an overview of Stephen Covey's *Abundance Mentality vs Scarcity Mentality* dichotomy and how non-profit leaders can use collaboration to increase opportunities, growth, development, and creativity.

### **1:30 – 3PM Fund Development: Maximizing Opportunities for Meeting Needs**

**Presenter: TBA**

Today's fundraising environment is changing faster than ever. Public and private funders are narrowing their focus and demanding greater proof of impact while government is questioning its responsibility to fund private nonprofits. A lack of trust and belief the sector spends too much on salaries and overhead undermines charitable giving. As nonprofits are required to be less dependent on grant funding, better fundraising must be a priority. Join this session for an interactive, thought-provoking session that reveals new research on donor motivations for giving, trends impacting nonprofit fundraising, and why donors leave. Attendees will walk away with a deeper understanding of what donors expect practical ways to inspire greater donor trust, and how to improve fundraising results.

### **3 – 4:30PM Technology and Cybersecurity: Is Your Organization Vulnerable?**

**Presenter: Drew Register, Owner, Florida Pro Technology**

What you don't know about data privacy and cyber liability may jeopardize your mission. The stakes for nonprofits of all sizes are increasingly high—breaches, compromised data, and cyber- attacks can put donors, clients, and the organization at risk. Attendees of this timely and important session will gain an understanding of the trends, issues, and risks in the world of cyber security. The session will provide practical information that will focus on why nonprofits should care about technology and cybersecurity and outline steps and best practices for being a more secure nonprofit.

## **RESILIENCE & SELF CARE**

### **10:15 – 11:45AM Physical Workout & Stretching**

**Presenter:**

**Kelvin Frazier, CEO, Kingz and Queenz Fitness**

**James West, CEO, Motivated Muscle Health, and Fitness**

When you feel good, you are more likely to perform at a higher level. Doing heart work can be both rewarding and stressful. This workshop will provide participants with basic exercises and stretches that can be performed while you are in your office. The workshop will also include stress reducing stretches that reduces tension and increases overall focus and balance.

***1:30 – 3PM Mindful Meditation***

**Presenter: Stacey Turknett, Stacey Turknett Mediation and Mindfulness Coaching**

Mindfulness allows us to focus on what we are feeling in the moment. It also us to be fully present, aware of where we are and what we're doing, and not overly reactive or overwhelmed by what's going on around us.

***3 – 4:30PM Finding Your Center: Owning Real Work Life Balance***

**Presenter: Robyn Bryan, Owner, Whole Self Wellness**

Whether or not work life balance can be achieved, is a question that's still be answered. However, it's something that we must all work at. It's essential to have a balance between your personal and work life. At its core, work life balance, bring attention to the fact that being a workaholic is detrimental to a person's physical and mental well-being. Socializing, physical activity, and hobbies all contribute to being healthier and happier

**JUNE 8<sup>th</sup>**

**SESSION A**

***9 – 10AM Executive Director Think Tank***

Facilitated by Amber R. Tynan, Executive Director, United Partners of Human Services

***10:15 – 11:15AM Storytelling: Leveraging Your Social Capital***

**Presenter: TBA**

Leverage your story. The importance of effective storytelling is gaining serious momentum in the nonprofit community. And, for good reason. When done properly, a powerful and compelling brand story can literally be a game-changer for your nonprofit. It can improve your fundraising results and boost brand visibility. A good story can build trust and deepen existing relationships and forge new ones. An inspiring brand story can intrigue, engage, and connect emotionally with your many audiences. This session will equip you with the understanding of how your brand story can help you build and empower an army of brand ambassadors to share your story at the grassroots level and help make it top-of-mind.

***11:30-12:30PM Start-Up/Grassroots Organization Think Tank***

Facilitated by Lashawn Gordon, Director of Strategic Initiatives, United Partners of Human Services

**SESSION B**

***9 – 10AM Breaking Through White Supremacy Culture***

**Presenter: Yolanda Pourciau, CEO, Yolanda Speaks**

As we grow and involve as change agents, the process of seeing and combatting the white supremacy culture, it is important to acknowledge that we have all grown up in and been shaped by institutions that have preserved systemic racism, such as schools, workplaces, government, financial institutions, places of worship and more. And as a result, we hold conscious and unconscious biases that influence how we show up in broader society, and specifically in our workplace. Its time that we challenge those biases

***10:15 – 11:15AM Why Advocacy Should Be a Priority for Your Organization***

**Presenter: Carrie Boyd, Executive Director, Legal Aid Foundation**

How does a slogan become a movement? How do perspectives become policies? How do relationships shape solutions? The answer is Power, or the interaction between the capacity to direct or influence the behavior of others of the course of events and the incentives, drivers, challenges, and hindrances that guide the behavior and priorities of decision-

makers. This session will focus on a discussion of how Power and its applied dynamics drive the success or failure of advocacy efforts, as well as some practical tools and case studies that can help drive more effective advocacy.

***11:30-12:30PM Collaborative Impact: Strengthening Connections to Each Other, the Sector, and the Community***

**Presenter: Talethia Edwards, Executive Director, The Hand Up Project**

As a nonprofit organization, it is important to be engaged and relevant to the community that you serve. By becoming an active member in the local area, not only can you increase the recognition of your organization, but you can also meet the people that make up the very community you operate in. This session will highlight how people are your very direct base of volunteers and donors, and how your nonprofit needs to recognize them and appreciate their efforts in supporting your cause to elevate your presence locally.