The Family Development Leadership Training and Credentialing Program (FDCL) is a component of the Family Development Credential (FDC) curriculum. It provides professional development training for frontline supervisors and other leaders interested in using empowerment-based leadership in their agencies. Leaders who already have FDC-credentialed staff in their organization will be able to enhance their organization's capacity for providing empowerment-based support using the same principles and practices that their family workers use with families. Leaders who are unfamiliar with the FDC will learn practical ways to build their organizational capacities in areas of empowerment-based supervision, interagency collaboration, strengths-based assessment, multicultural competence and personal self-empowerment.

RCMA administers this Credential in the State of Florida and St. Petersburg College issues the Credential as well as the CEUs (CEUs are optional).
Empowerment Skills for Leaders
Series Sessions (Chapters):

1. The FDC and the Empowered Workplace
2. Transforming Your Organization through Empowerment-Based Leadership
3. Leadership and Self-Empowerment
4. Supervising with Skill and Heart
5. Cultural Competence

The Empowerment Skills for Leaders Series will help you:

- Learn the core concepts and competencies of empowerment-based leadership.
- Enhance your strengths-based communication skill to maintain mutually respectful relationships with families, staff members, collaborators and others.
- Practice using strengths-based assessment to balance staff support with accountability for program and agency outcomes.
- Practice techniques to reduce stress and to increase feelings of self-empowerment in daily activities.
- Develop a vision and plan for transforming your organization using the principles and practices of empowerment-based leadership.
- Participate in a leadership development series that combines the immediate benefits of professional networking along with future potential for interagency collaboration based on empowerment-based leadership.

I want to earn the FDLC Leadership Credential. What do I need to do?
You will attend five monthly sessions of six hours each to complete the series. In addition, you will meet virtually approx. two weeks before and one month after the classroom sessions. Eligible Leaders must prepare a portfolio demonstrating the application of the skills that they have acquired during the training.

The FDLC Leadership Portfolio is comprised of three components:
1) Plan and complete an Independent Learning Project for each of the five chapters.
2) At the end of the series, prepare a Leadership Empowerment Plan.
3) After one month of implementing the plan, prepare a personal reflection on the progress and outcome of the plan and any future actions you’ll take as a result of the plan.

You will work with a Peer Advisor throughout the course.

FDLC Leadership Program:
A 30-hour leadership development series for frontline supervisors and human service leaders based on the principles of the Family Development Training and Credentialing (FDC) Program.
Leaders attending the series may earn the Family Development Leadership Credential and/or receive continuing education hours required for professional renewals and recertification.
The Empowerment Skills for Leaders Series provides an interactive, reflective, and supportive setting for supervisors and leaders to share and learn from each other.

Empowerment Skills for Leaders was developed by Cornell University and uses an accompanying text, Empowerment Skills for Leaders: A Leader Handbook.

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