

Child Welfare Development Services

WORKFORCE DEVELOPMENT EXPERT TECHNICAL ASSISTANCE IMPLEMENTATION EXPERTISE



LEADERSHIP COACHING

CWDS has rolled out coaching for workers and supervisors across the Southern region

Coaching at the leadership level supports the development of a learning culture and practice improvement at all levels of the organization. It assists leaders in taking action to reach goals and strengthens peer support.

Leadership coaching allows managers and executive leadership to work with a coach on anything from specific child welfare skills to broad leadership skills. It may focus on business processes, supervision and management of staff, implementation planning, use of data in child welfare management, continuous quality improvement strategies, co-management of teams, strength-based leadership skills and any other topic that will enhance leadership capacity.

Leadership Coaches

- Have high level child welfare experience
- Are trained in implementation planning
- Possess strong political acumen
- Are skilled in strength-based leadership
- Provide confidential support and expertise
- Remain current on trends and research
- Can produce changes in behavior
- Strengthen peer support



Child Welfare Coaching is:

- The teaming of a coach and learner for the purpose of enhancing skills in child welfare practice
- Learner led in that the identified skill or goal to be explored during the coaching session is determined by the learner
- A positive, structured environment with agreed upon outcomes that are designed to allow the coach and learner to focus on the learner's goals
- A safe place to explore and practice strength-based critical thinking skills and it does not replace supervision

“Coaching has helped me have a place to talk about the difficult aspects of being a manager in a way that is confidential and supportive of finding solutions.”

- Child Welfare Manager

For more information contact

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CWDS is a program of the Academy for Professional Excellence at San Diego State University School of Social Work. We work in partnership with southern region universities and their Schools of Social Work.