



**Learning and Reflection Forum Series**  
**February 7, 2019 2:00 - 3:30 pm EST**

**Leadership Frameworks and Styles: Implications for Advancing Cultural and Linguistic Competence in Developmental Disabilities**

Achieving cultural and linguistic competence (CLC) requires strong and informed leadership to spur the necessary changes within systems, organizations, and practice. There is a need for leaders with the commitment, energy, knowledge, and skills to do the difficult work of advancing and sustaining CLC in systems, organizations, and programs that develop policy, provide services and supports, conduct research, and/or advocate with and on behalf of people with developmental disabilities and their families. It is important that leaders have the insight, courage, and skill to step out in the forefront of the complex set of issues that surround CLC and cultural diversity, *and* to be the catalyst to garner the collective will to make change.

Each person comes to the work of leadership with one or more styles that are innate, learned, or a combination of both. This Learning and Reflection Forum is designed to: 1) describe what leadership is *and what it is not*; 2) focus on leadership frameworks and five leadership styles that can be applied to the work of advancing CLC and cultural diversity; and 3) feature the experiences of individuals, including those with developmental disabilities, and the styles they use to advance CLC in their respective settings.

**Objectives**

Participants will:

1. Define leadership.
2. Differentiate leadership from advocacy, management, and authority.
3. Reflect on self as leader.
4. Describe the impact of culture on leadership styles.
5. Identify five leadership styles and their effectiveness in different situations related to CLC.
6. Reflect on the importance of using varied leadership styles to advance and sustain CLC and cultural diversity in developmental disabilities.