

APSE Conversations: Post-Conference Emerging Leaders

August 5, 2021

<https://apse.org/apse-conversations-post-conference-emerging-leaders/>

Julie Christensen 0:09

Hi, this is Julie Christensen with APSE. We're excited to launch the APSE Employment First employment for all podcast as a new way to connect with you. This podcast is a way to provide updates, real time advocacy alerts, and information related to all things Employment first. Be sure to subscribe so you don't miss an episode. And thanks for listening.

Erica Belois-Pacer 0:36

Welcome to another podcast edition, focusing on our national APSE post conference that's going to be happening next week. We're very excited. We are with Lee and Tiffany and Heather today that will be presenting on Employment First leadership in our changing world, which I'm very excited about. So their session is actually going to be next Tuesday on August 10. I'm in the eastern standard time. So for me, it will be at 1pm until four but I think most of them are actually in mountain time. So it will be I believe 11, am I correct about that?

Dr. Tiffany Kron 1:19

That's correct.

Erica Belois-Pacer 1:21

Okay, 11 Mountain time, I always get confused with Arizona, but try to keep track of all the time zones. So I'm going to let Lee and Tiffany and Heather introduce themselves. And then we'll just talk a little bit about what they'll be sharing. Rick McAllister will also be part of this amazing group. And I'm hoping that I will catch up with him at a different time to talk about his role and what he's been doing in terms of the Emerging Leaders Program through national APSE. So I'm going to let- Lee why don't you go first and just introduce yourself and let folks know what your experience has been in the field.

Lee Sylvester 2:02

Sure so, my name is Lee Sylvester, and I'm currently the employment director at community link which is based in Boulder, Colorado, I've been fortunate over the years to work in the field with people with developmental disabilities actually going on about 20 plus years in some form, including working in a sheltered workshop in Maine, and then working with individuals with group employment and with individual employment as well as in a day program and also as a residential coordinator. So I've been very fortunate to kind of work, you know, kind of across the sections of the field as well as I did a Master's of divinity with a focus on chaplaincy, supports for people with developmental disabilities, or the lack thereof, and kind of found my way back after education back into the field, and currently have been since 2019, the

employment director here and with a focus on Employment First and community links always been kind of pushing the edges of how do we really get people involved in their communities integrated throughout. So I'm very excited to be part of both this post conference, as well as the emerging leaders on group that we are all a part of where we're really, you know, focusing on trying to, you know, just help each other, but also gain skills that can be of benefit for all of the people that are in the

Erica Belois-Pacer 3:34

thanks, Lee. And that's very interesting that you went to Divinity School. I used to work at an organization called heritage Christian services. And they actually started with implementing group homes back in the early 80s. And then moved forward with lots of other supports for people with disabilities. But that, yeah, I see what you mean. And I think there is often a lack of opportunities there for people with disabilities. So very interesting. Tiffany, do you mind introducing yourself?

Dr. Tiffany Kron 4:11

No, not at all.

So Hello, everyone. My name is Dr. Tiffany Kron and I am with the Colorado Office of Employment First. And you know, we are leading Colorado towards equitable employment for all people with disabilities, really focusing on collaboration, systems innovation and training excellence. And I come to the Colorado Office of Employment First, with very similar experiences. Like Lee mentioned, I was a director of a nonprofit agency that supports individuals with intellectual and developmental disabilities. And I've worked in that field for over 14 years. And it's it's enlightening to be able to see those facets like Lee talked about, you know, Residential versus deprogram, and then of course, all of the employment programs. And so I'm excited to be a part of the Employment First movement here in Colorado. I'm also one of Colorado's Person Centered thinking trainers. And that's part of my role here at the Colorado Office of Employment First, in addition to curriculum development, and communications, and I'm absolutely loving it, I'm so thrilled to be a part of the Emerging Leaders Program. We have a small cohort here in Colorado. And I'm looking forward to the progress that we make over the next year, it goes all the way through May, and seeing what kind of an impact we can have within our communities and statewide. And as Lee mentioned, just, you know, really being able to help one another out and help us move, move things forward for employment first so very excited to be here. And I'll turn it over to Heather.

Heather Hagan 6:00

Thanks.

I'm Heather Hagen. I'm the assistant director of employment services at Developmental Disabilities Resource Center, we often just refer to ourselves by DDRRC. And we're a large agency. We provide both resource coordination and service provision. And so I started my career in the employment world in 2010? And I think, like, I've heard a lot of my colleagues, we just kind of like fell into this, we didn't know that this existed. And once I found this work, I

absolutely haven't wanted to leave it. I love what I get to do every day. And so yeah, our organization DDRC has been actively pursuing, transforming the way we do our work to align with employment first. And so we've seen a lot of changes over the last three years, we have a lot of support from our leadership, and we've been able to make some bold changes to what we're doing. And Emerging Leaders has been really, really helpful in advancing that work, helping myself and then our manager, stretch the way that we think and how we pursue our goals. So I'm excited to share more about that in our session.

Erica Belois-Pacer 7:30

Awesome, thank you, all of you, um, without giving too much information away, would you mind all of you kind of talking a little bit about what you will be covering in the session next Tuesday?

Dr. Tiffany Kron 7:47

Sure, I can, I'll take a shot at the first section here. So we have a presentation that's very engaging, it's going to involve a lot of discussion and conversations around, you know, the ideas of, you know, challenges that we all face when it comes to pure leadership, and increased awareness and need for communication, as a, you know, as a leadership tool, demonstrating the critical need for effective staff development as a component of successful leadership, and, you know, providing insights into the need for innovation in the field of employment supports. And so we've crafted our presentation to provide a little bit of perspectives from the three of us. So from Heather Lee and myself. And you know, how we, we have experienced each of these, you know, the pure leadership, innovation and communication, and staff development, as well as asking those that are in attendance to really share their thoughts and their ideas. And so we're really hoping for it to be an engaging, presentation and engaging talk. But I'll that I'll stop there, and I'll let Lee and Heather share as well.

Erica Belois-Pacer 9:07

Yeah, and I'm just gonna pop in before Lee, and Heather share more. Thank you, Tiffany. Rick is able to join us too Rick McAllister, I mentioned that you will be part of this amazing group presenting on the 10th. And do you mind introducing yourself?

Rick McAllister 9:25

No, I certainly don't. I'm Rick McAllister. I'm a consultant in services have been doing that for about 30 years.

Erica Belois-Pacer 9:36

And we are lucky Rick has been our trainer, our content specialists, there's lots of different terms of that has been working with our emerging leader cohorts and just you know, really highlighting different strategies and ideas and collaborating, I think, above all with all leaders in the field. So thank you, Rick, for being with us today.

Rick McAllister 10:00

Glad to be here.

Erica Belois-Pacer 10:02

Thanks, Heather. And Lee, if you want to share a little bit more about your session, that would be great. And Rick, feel free to interject and add anything you would like to as well.

Rick McAllister 10:13

Thank you, I will.

Heather Hagan 10:15

Sure, I think one of the things that people will gain from our session is, the different perspectives that we and Tiffany and I have just what we've experienced during COVID, and what leadership challenges we've had, and then how that impacts us going forward. So to think about what we can do on an individual level, what we can do within our organization, and what kinds of state and system changes we're looking for, and to hear what that looks like for us, and then to hear from other participants about what they're experiencing, and how they've addressed different challenges. So I think it's a great time to come and just listen, and, and hear what it's been like, because COVID's thrown us all for a loop. So just to just understand better what everyone's facing and the different approaches that we're taking to move forward.

Lee Sylvester 11:15

And piggybacking a bit on what Heather was saying, you know, I think that, you know, we all kind of have some unique perspectives on kind of where these different things of innovation, stack development, communication, how they've played with us individually in our organizations, you know, as we've gone through this, and I think that it's exciting that we'll kind of be able to address these kind of three different levels of the individual, the system, and the institutional levels during our discussion. And really, because we're talking to, you know, even within since we're all in Colorado, we're really excited to kind of be able to bring out the voices nationally of everybody that joins to hear kind of what's going on for everyone across the nation and at these different things. And really, because we really all are peers, and really bringing that all together to kind of understand. Yeah, you know, where have we been? And where are we going? So I think it'll be great that we're able to bring all of that together. And I think that another thing that we're going to try to do is also kind of throughout the presentation, pull people on, kind of you know, what, what are the things that are happening for people, you know, like, how much support Do you have from leadership to connect with others in the community? And what is our community?

Erica Belois-Pacer 12:33

Thanks, Lee. Rick, before we head off today, is there anything else you might want to share with our listeners on your session for our post conference?

Rick McAllister 12:43

I'd be glad to thank you. Yeah, I think the post conference session is going to provide a real opportunity for, for people to see and hear what your colleagues are doing and thinking, you know, Tiffany, Lee, and Heather are all members of the Emerging Leaders Program for through

APSE, and you'll see what what Rockstars they've actually become and are becoming in our field. And you'll have an opportunity to hear and think, and share information with a lot of your colleagues around the country. I think you're gonna see some of the advantages to participating in a shared development model, such as Emerging Leaders. And I think you're going to have an opportunity to see some of the needs in our field relative to that. So I'm looking forward to the post conference session. And looking forward to talking and chatting with each and every one of you.

Erica Belois-Pacer 13:46

Absolutely. Well, thanks for joining us today. And I'm excited to see all of you next week. And I'm sure many of our listeners who perhaps have not already registered, hopefully they will because it is actually a week from today, which seems kind of far away but I really it's not. So thanks again and I will talk to all of you next week.

Transcribed by <https://otter.ai>