



Friends Services for the Aging

Friends Services for the Aging HighLIGHTS

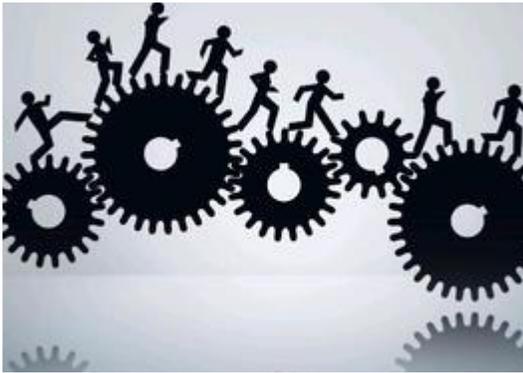
Winter 2014

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Executive Director's Corner *by Jane Mack, Executive Director of FSA*



Over the past few years, FSA organizations have experienced a number of CEO transitions. In the following two articles, Jane Mack documents some of the predictable patterns of organizational behavior and suggested best practices based on her observations and experiences supporting boards and leadership teams.

Organizational Dynamics of Leadership Transitions

Leadership transitions in nonprofit organizations, no matter how well intentioned and meticulously planned, result in organizational churn. Boards, staff, clients served, and both the incoming and outgoing leaders are impacted. Certain behavior patterns are fairly predictable. When viewed from an organizational systems perspective they can be observed and, if needed, addressed in a straightforward and productive manner. If these same dynamics are seen as personal by those directly or indirectly impacted, it can result in a disruptive and destructive atmosphere, and prolong the stress of leadership change.

The purpose of this article is to illuminate those predictable patterns which are part of the natural process of leadership change once a new leader is in place, and provide suggestions to boards and other organizational leaders for recognizing and addressing them. For the full article go to:

<http://fsaleadershipresourcecenter.wordpress.com/2013/12/23/transitioning-...a-new-leader-2/>

Transitioning in a New Leader

The process of preparing for a new leader in a non-profit organization can be exhausting. . . However, this time of "transition in" is a critical period in setting the stage for success . . . For full article go to <http://fsaleadershipresourcecenter.wordpress.com/2013/12/23/transitioning-in-a-new-leader/>

Once you visit the FSA Leadership Resource Center you can subscribe by clicking on the "Follow my blog" button to receive ongoing updates whenever new articles are posted.



FSA to Launch Online Community

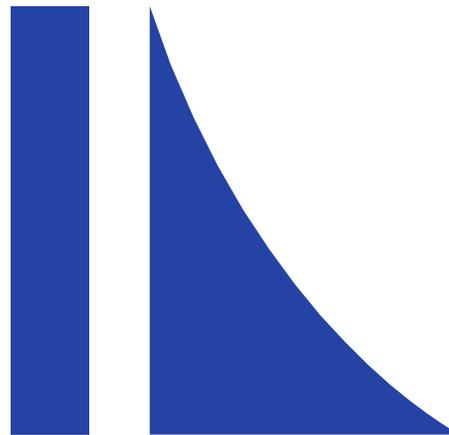


FSA has contracted with an organization, Higher Logic, to create an online community which will be launched this spring. This private online community will be accessible from the FSA website and allow staff at member organizations to connect and share best practices online. Think of our new connected community as an ongoing virtual peer group meeting space. We are excited for the opportunity to offer a way for FSA member organizations across the country to have increased connections within our membership. Stay tuned for more information as we move closer to our launch.

2014 FSA Leadership Institute

Congratulations to the following leaders who will participate in the 2014 cohort for the FSA Leadership Institute!

- **Terry Brown**
Director of Accounting
Broadmead
- **Mary Ann DuGan**
Executive Director
Friends Home and Village
- **Peggy Hanson**
Community Life Director
Friendsview Retirement Community
- **Teresa Hartman**
Director of Admissions and Resident Services
Quaker Heights Care Community
- **Linda Krause**
Administration Office Manager
Pennswood Village
- **Elizabeth Nicely**
Human Resources Director
Friends House Retirement Community
- **Jean Raiguel**
Director of Human Resources
Foulkeways at Gwynedd
- **Diana Rienstra**
Chief Financial Officer
Friends Life Care
- **Matthew Schwartz**
Director of Culinary Services/Purchasing Director
Chandler Hall Health Services



FSA Leadership Institute



FSA Management Workshop Series

Management Practices for Quaker Inspired Organizations

In this 3 part workshop series, managers and supervisors will experience interactive workshops in a co-learning environment as we explore ways to manage within the framework of values in a Quaker inspired organization.

April 16, 2014
Session One
Building Capacity of Self

The challenge of continuing growth and development of self is one of the keys to managing effectively. Having the capacity to reflect and self manage enhances your ability to work with others.

June 4, 2014
Session Two
Building Capacity of Others

Coaching is a strategic tool for effective management. In this workshop, we'll cover a variety of ways to create the climate for effective coaching and learn valuable coaching/feedback skills.

September 24, 2014
Session Three
Building Capacity of Your Organization

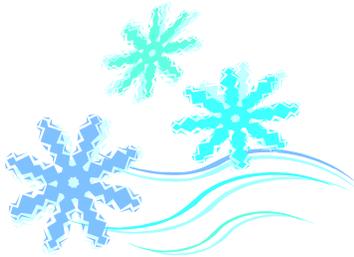
Community Voice, Building Community and seeking the minority voice can all be accomplished through collaborative meetings and building high performing teams.

Cost \$200 - Individual Workshop; \$500 for Complete Series of Three Workshops

Registration deadline has been extended to February 2nd!

For detailed information and to register got to: <http://www.fsainfo.org/resources/events/>

Or contact Marsha Wesley Coleman at the FSA office.
coleman@fsainfo.org or 215-646-0720



Marsha Wesley Coleman is available to do customized training, workshops, personal coaching and/or facilitation for your organization.

Contact her at coleman@fsainfo.org or 215-646-0720 to discuss.



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Continuing the Quaker Tradition
Collaboration • Cooperation • Commitment

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We're on the Web!
www.fsainfo.org

Submit Your HighLIGHTS!

Share interesting program ideas, upcoming events and submit suggestions for stories to Ellen Moser (moser@fsainfo.org) for inclusion in upcoming issues of the Highlights newsletter.

Upcoming Trainings

Peace Church Compliance Program: ICD-10 Training

Brethren Village (Lancaster, PA) – June 5 & 6
Foulkeways (Gwynedd, PA) – July 30 & 31
Brethren Retirement Community (Greenville, OH) – August 7 & 8
Cost: \$315 (includes \$160 materials fee and snacks and lunch)

Peace Church Compliance Program: Risk Management 2 Day Conference

Maggiano's (King of Prussia, PA) – May 14 & 15
Cost: \$300 per person includes breakfast and lunch.

FSA: Introduction to Quakerism

The Hickman (West Chester, PA) – May 14

For further details or registration information contact the FSA office at info@fsainfo.org or 215-646-0720.