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2023

## 17th Annual HIGHER Ground Women's Leadership Conference

The Grace E. Harris Leadership Institute at Virginia Commonwealth University  
*Virginia Commonwealth University*

Vickisha D. Harris  
*Virginia Commonwealth University, harrisvd@vcu.edu*

Antoinette Allen  
*Virginia Commonwealth University, allenal8@vcu.edu*

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# 17TH ANNUAL HIGHER GROUND WOMEN'S LEADERSHIP CONFERENCE

November 3, 2023 | Richmond, Virginia

Overcoming  
Grief  
Grudges  
& Guilt with  
Grace



PRESENTED BY



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AN INSTITUTE IN THE L. DOUGLAS WILDER SCHOOL OF GOVERNMENT AND PUBLIC AFFAIRS

# Conference Agenda

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## ■ 8:00 AM **Check In and Continental Breakfast**

## ■ 8:45 AM **Conference Opening and Welcome**

### **Expressions of Grace**

Dani Brown, Director of Development Fellow, Girls For A Change

**Antoinette Allen, Ph.D.**, Director, The Grace E. Harris Leadership Institute, L. Douglas Wilder School and Government & Public Affairs, Virginia Commonwealth University

## ■ 9:00 AM **Panel Discussion**

**Cassie DeSena-Jacobs, James Wasilewski, Katrice Mayo**

Moderated by **Antoinette Essa**, WTVR Channel 6 News

## ■ 10:15 AM **General Session I: Embracing Grief**

### **Everything Happens for a Reason - Salon GH**

Dr. Faith Wilkerson, Program Director for the Minority Educators Recruitment, Retention, & Equity Center (MERREC) housed within the VCU School of Education.

### **Mindfulness Breathing - Salon A**

Thurmond Alford, Program Manager and Design Lead for Federal Government Agency.

### **Grief Hidden in Plain Sight - Salon C**

Sherida Houghton, Facilitator and Consultant for The Grace E. Harris Leadership Institute.

### **Speaking Power Over Your Life - Salon IJ**

Dr. Keyanna K. Hawkins, Interim Director of Equity Advancement, Germanna Community College

### **Growing Through Grief with Grace - Salon B**

Sheila Battle, Author, Executive Director & COO, The Battle Station

### **The Power of Fashion and Color - Salon D**

Holly Alford, Director of Inclusion and Equity for the School of the Arts and Senior Director of Design and Performance at Virginia Commonwealth University

# Conference Agenda

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■ 11:15 AM **Break**

■ 11:30 AM **Networking - Lobby**

The sessions listed below are optional.

**Wilder School Office of Student Success - Salon D** - Ross Losapio  
**HIGHER Ground Women's Leadership Development Program Info. Session - Salon IJ** - Liz Carty  
**Minority Political Leadership Institute Info. Session - Salon GH** - Ron Jones

■ 12:00 PM **Lunch - Main Ballroom**

**Keynote Lunch**

Debbie Johnston

**Guided by Grace**

Nedra Jones

■ 1:50 PM **General Session II: Eliminating Grudges**

**Overcoming Grudges from Failed Relationships - Salon IJ**

Angela Patton, CEO, Girls For A Change  
Danielle Taylor, CEO of Strategic Disruption Consulting

**How's Your Attitude - Salon B**

Ann Rosser, Principal, Finding Resolutions Consultant. Credited Coach (PCC)

**Simmering Grudges with a Serving of Guilt on Top - Salon D**

Paula Otto, President, Otto Training and Consulting for VCU Center L. Douglas Wilder School & Government Affairs

**The Smile Behind My Trial - Salon C**

Clovia Lawrence, Multimedia Personality/Voice-over Expert/Community Outreach Director at Urban One Inc/ Nonprofit CEO/Co-owner of PutdaBeat Records Inc.

**A Grudge Match: Grief & Grudges, How do we process them? - Salon GH**

Dr. Alesia Johnson, Retired professional for Richmond City Public Schools, Co-Pastor Director at Richmond Hill

**Oh, No She Didn't: Moving Forward with Grace - Salon A**

Dr. Antoinette Allen, Director - The Grace. E. Harris Leadership Institute



# Conference Agenda

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## ■ 3:00 PM **General Session III: Eradicating Guilt**

### **Holistic Living While Leading - Salon IJ**

Katrice Mayo, Registered Dietitian Nutritionist, Real Nutrition LLC

### **Healing Power (LOL) Lots of Laughs and Lots of Learning - Salon GH**

James Wasilewski, Coach, Facilitator, Keynote and Comedian; Haha to Aha | The Unconventional Fundraiser (MBA, CFRE and Senior Certified Applied Improvisational Practitioner)

### **Modern Mindfulness - Salon D**

Thurmond Alford, Certified Mindfulness Meditation Practitioner and Teacher

### **Navigating Parental Guilt with Grace - Salon A**

Dr. DeSena-Jacobs, Assistant Professor Virginia Commonwealth University, MSW Clinical Content Coordinator, Social Worker

### **Woman in Leadership: Abandoning Guilt While Surviving the Social Demands of Leadership - Salon B**

DaVonne Garner, Chief Executive Officer, Trinity Care

### **Finding Freedom from Guilt: The Grace-Filled Path Forward - Salon C**

Yvonne Crenshaw, Sr. Consultant & Facilitator for The Grace E. Harris Leadership Institute

## ■ 4:00 PM **Closing remarks by Dr. Antoinette Allen**

## ■ 4:30 PM **Networking Reception/Adjourn**



**Scan the QR code for a more detailed session description!**

# Meet The Presenters

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## KEYNOTE SPEAKER

### DEBBIE JOHNSTON



Debbie Johnston is a highly esteemed entrepreneur and business owner with over 30 years of experience as a healthcare leader. Debbie founded the Virginia home health company Care Advantage Inc. in 1988 and served as their CEO for 25 years, leading over 3,000 healthcare professionals in 15 offices and affiliates throughout Virginia. She has also been recognized as the Entrepreneur of Richmond, Philanthropist of the Year, and Woman on the Move. In 2013, Debbie was featured on ABC's Secret Millionaire, going undercover in one of the country's poorest cities, Richmond, California, to volunteer for 3 different non-profit organizations and ultimately giving away thousands of dollars of her own money.

## MODERATOR

### ANTOINETTE ESSA



Antoinette Essa is an incredibly accomplished and talented media professional with an impressive career spanning over four decades. In 1989, Antoinette embarked on an exciting journey to Richmond, Virginia, where she secured a position at W-A-N-T, the city's pioneering Black Radio station. Throughout her illustrious career, she has worked at various renowned radio stations, including Radio One Richmond 99.3 & 105.7 K-I-S-S FM, where she hosted the immensely popular program the Quiet Storm. In 1995, Antoinette's career soared to new heights as she ventured into the world of television at WWBT/NBC12. Antoinette returned to reporting at WTVR/CBS 6 as the celebrated A-List reporter.

### DR. ANTOINETTE ALLEN, DIRECTOR



Antoinette serves as the director of The Grace E. Harris Leadership Institute at Virginia Commonwealth University and founder of the Leadership Institute of Forgiveness and Truth. In 2020, she coined the term, "systemic forgiveness" to shift perspectives and encourage people to leverage forgiveness as a life and leadership healing strategy. Her Tedx talk entitled, "Forgiveness is a Song We Must Learn and Sing," is causing mindset shifts in countless organizations. Antoinette is known for infusing the arts, hearts, and creativity into every engagement. She hopes her legacy will be condensed into six words: She listened. She learned. She lifted...

# Meet The Panelists

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## **KATRICE MAYO**

Katrice Mayo is the owner of Real Nutrition, LLC, a telemedicine private practice based in Richmond, Virginia. She is a graduate of Winston-Salem State University with a B.S. in Management Information Systems and James Madison University with a M.S. in Health Sciences. With her 15 years of clinical experience, she uses food sensitivity testing, lifestyle medicine and food as medicine for disease prevention, management, and healing. She is a member of Dietitians in Integrative and Functional Medicine and knows holistic health is paramount in her work. As a full-bodied Black woman, Katrice encourages body acceptance and creating personal definitions of health.



## **DR. CASSIE DESENA-JACOBS**

Cassie DeSena-Jacobs, D.S.W., LCSW, M.S., is a clinical social worker and VCU full-time professor with over 15 years of experience in New York and Virginia. Cassie's work has focused on trauma-informed and culturally competent care in various communities, including acute hospital work, community social work and direct practice. A first-generation college student, she is passionate about her position at VCU. Cassie maintains a small practice that focuses on individuals who have experienced sexual trauma, trauma within family of origin and PTSD. She also has extensive experience providing inclusive care for the LGBTQIA + population.



## **JAMES WASILEWSKI**

James has delivered keynote sessions and facilitated workshops through HaHa to Aha - where laughter leads to discovery - leaning on and learning from over 20 years of improvisational comedy experience. Through these sessions, he applies improvisational concepts and exercises to a variety of topics including idea generation, teamwork, communications, emotional intelligence and other people development skills. He also leads fundraising sessions with individual nonprofits and during conferences as The Unconventional Fundraiser.

# Meet The Presenters

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## **DR. FAITH WILKERSON**

Dr. Wilkerson arrived in Richmond, Virginia in 2000 to attend Virginia Commonwealth University (VCU). She holds a Bachelors in Mass Communications, Masters in Higher Education, as well as, a Doctorate in Educational Leadership. She has worked at VCU for over 15 years managing many of the University's annual traditions, as well as, serving as the Director of the Office of Multicultural Affairs, overseeing its diversity & inclusion programs. In 2019, she accepted the role of Program Director for the Minority Educators Recruitment, Retention, & Equity Center (MERREC) housed within the VCU School of Education.



## **THURMOND ALFORD**

Mr. Alford uses commercial interior design, design thinking, human-centered design, and mindfulness on a daily base within his professional and personal environments. Mr. Alford is a sought-after speaker and former adjunct professor at VCU School of the Arts, sharing his knowledge on topics such as design thinking, mindfulness, interior design concepts, human-centered design in government, and creative confidence. In addition to his notable career in interior design, Mr. Alford is a veteran of the U.S. Navy and a Certified Mindfulness Meditation Practitioner and Teacher. His innovative thinking and commitment to working smarter and not harder make him a mindful leader in the industry and a pioneer for the use of these soft skills in the age of new modern mindfulness technology and techniques.



**Scan the QR code for a more detailed session description.**

# Meet The Presenters

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## **SHERIDA HAUGHTON**

Sherida Haughton, MBA is an engaging and passionate trainer, facilitator, and coach. She seeks to involve participants to create a respectful but lively and motivating environment. She believes that everyone has a voice that needs to be heard to create the best learning opportunity for all involved. Having held positions at various levels from administrative staff to manager, Sherida meets people where they are and finds the common thread. She brings more than a decade of experience working with executives in business, academic medicine, and state government to every session.



## **DR. KEYANNA HAWKINS**

The Speaking Power Over Your Life session reflects this year's conference theme because while we cannot control the circumstances that may cause feelings of grief, grudges, and guilt, we can choose how we respond. Our words have the power to nourish and foster our growth into the most authentic and powerful versions of ourselves. This session aims to equip participants with a better understanding of the science behind speaking power over one's life, how to avoid the limitations of self-imposed language, and the significance of cultivating a positive relationship with oneself. Also, during the session, participants will be able to participate in future self-activity. This activity is designed to enable participants to envision an optimistic future despite the challenges they may face. Participants are encouraged to draw from their positive experiences, knowledge, and perspectives accumulated over time. This exercise is immensely empowering as it allows individuals to tap into their inner wisdom and insight.



## **SHEILA BATTLE**

TEDx Speaker, Author and Executive Coach Sheila E. Battle, is a transformational leader, change agent, and human services advocate. Her passion is to see people grow from the inside out, through practical teaching and application of basic principles. Whether managing a team or leading a workshop, her enthusiastic style motivates and inspires from the boardroom to the pulpit. Sheila's fusion of real-life stories and her conversational techniques connect with her audience at an intimate, intense, and individual level. Sheila and her husband, Frank, host a podcast called Soulful Conversations with Frank & Sheila, and are the visionaries of The Battle Station and 15 Minutes of Grace.



# Meet The Presenters

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## **DR. ALESIA JOHNSON**

Genesis 50:20 is what she stands on. “What the devil meant for my demise, God has turned around for my good, so that many might be saved.” As she tells her story, she tells it as a skilled educator, workshop facilitator, and minister of the gospel. Lisa, as she is usually called, is a product of Richmond City Public Schools and retired from that same school system after serving for over thirty years. It is her desire to be used by God to serve as a wounded healer, bringing others to a place of holistic healing.



## **ANN ROSSER**

Ann Rosser, Principal, Finding Resolution Consulting, is a credentialed coach (PCC) by the International Coach Federation, a certified mediator (Supreme Court of Virginia), and a Gallup Strengths Coach. She is a graduate of Leadership Arlington, an active member of the Arlington Chamber of Commerce, a former board member of the Northern Virginia Mediation Service, and a past Vice President of the Women Alliance for Financial Education. Finding Resolution Consulting is a (SWaM) Small, Women-owned & Minority-owned Certified Business. More information can be found at Ann Rosser, Principal, Finding Resolution Consulting, is a credentialed coach (PCC) by the International Coach Federation, a certified mediator (Supreme Court of Virginia), and a Gallup Strengths Coach.



## **HOLLY ALFORD**

Holly Price Alford is the Director of Inclusion and Equity for the School of the Arts and Senior Director of Design and Performance at Virginia Commonwealth University. She is also an Associate Professor in the Department of Fashion Design and Merchandising. Her research focuses on nineteenth and twentieth-century fashion history, and African-American clothing designers, and the globalization of youth styles and trends. She has published in the Journal of Fashion Theory, has been interviewed by the British Broadcasting Corporation (BBC) as well as the Associated Press on historical fashion issues, and is the author of the 7th edition of Who's Who in Fashion.

# Meet The Presenters

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## ANGELA PATTON

Angela Patton is an ambassador for who she calls “at-promise” (as opposed to “at-risk”) girls and a serial innovator committed to “Preparing Black girls for the world, and the world for Black girls.” She currently serves as the CEO of Girls For A Change. Angela has been recognized by President Obama as a White House Champion of Change, has received the Nonprofit Partner of the Year from the Metropolitan Business League, and Richmond Times-Dispatch Person of the Year Award. Angela’s TEDWomen talk describing a father-daughter dance for incarcerated dads and their daughters has been viewed over 1,000,000 times.



## DANIELLE TAYLOR

Danielle Taylor helps organizations improve operations to maximize social impact. As a business strategist and international human rights advocate, she has helped teams develop processes to reflect on their norms and policies and has led transformative overhauls of business practices that resulted in increased revenue and healthier work environments. Her work has been featured in numerous international publications and media outlets including Nasdaq and Runners World UK, and she regularly lends her expertise as a guest lecturer on social justice themes at universities and professional conferences.



## PAULA OTTO

As a journalist, PR professional, college professor and agency head, Paula Otto has held senior leadership roles for more than 30 years. Paula was part of the leadership team that created the Virginia Lottery and served as its executive director from 2008-2018. During her tenure, the Lottery had record growth and surpassed \$500 million in annual profits for the first time. The Lottery was also recognized as a “Best Places to Work” by the Richmond TimesDispatch. Otto’s current consulting work includes strategic planning, leadership coaching, business ethics, issues management, media relations, and public speaking. Her clients include the Virginia Department of Aviation, Virginia Housing, JLARC, AmeriCorps Virginia, and Leading Age Virginia. She is a regular presenter at the VCU Performance Management Group’s Commonwealth Management Institute and Virginia Executive Institute.

# Meet The Presenters

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## **CLOVIA LAWRENCE**

Clovia “Community Clo” Lawrence is a multimedia personality who has been blessed with over three decades of spending time in your homes, workplaces, and events; and thanks to the internet, that amplified voice for the people has a global appeal too. She starts her day with a ‘thankful to be alive’ prayer. After that, it is all up from there. She is motivated by listening, thinking, and doing - in that order. Community Clo has received numerous awards and nominations from Virginia Association of Broadcasters, Marconi Award (2X nominee) for top five radio per-personality in the country, YMCA Women of the Year, Metropolitan Business League Remarkable Woman of the Year, Alfred Liggins III “Top Innovator” Award for Ur-ban One Inc, and the B.E.T Local Hero Award. She is an award-winning radio personality on Urban One Inc., journalist, non-profit CEO, Adjunct Professor ‘Intro to Radio’ at Virginia Union University.



## **YVONNE CRENSHAW**

Yvonne Crenshaw is a senior training facilitator and technical writer to private, government, and nonprofit organizations. She specializes in leadership training, design and development in the areas of performance management, coaching, self-care, and dialogic communication. Yvonne has extensive experience working with individuals and organizations in private, nonprofit, city, state, and federal sectors. She focuses her work in Central Virginia.



## **DAVONNE GARNER**

DaVonne Garner is a licensed Professional Counselor, a Certified Substance Abuse Counselor, and Sex Offender Treatment Provider. Garner is an alumna of Virginia Commonwealth University and received degrees in Psychology, Mental Health and Rehabilitative Counseling, and African-American Studies. Garner is the Chief Executive Officer and Executive Director of Trinity Care. Garner’s areas of specialization include Intellectual Disabilities, Sexualized Behaviors, Vocational Counseling, Traumatic Brain Injuries, Addiction and Recovery Studies, Grief and Loss, and Family Dynamics. Garner’s theoretical frameworks are Cognitive Behavioral and Existentialistic Approaches. Garner applies transformational leadership approaches to develop staff and interns to their full potential, streamline processes, and policy development and implementation of new clinical programs. She is a proud alumnus of Grace E. Harris Leadership Institute.



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# 2024 HIGHER GROUND WOMEN'S LEADERSHIP DEVELOPMENT PROGRAM

The HIGHER Ground Women's Leadership Development Program is a five-month leadership development experience for current and emerging women leaders who are committed to investing in themselves and their organizations. The program is designed to benefit women at all career levels in public, private, nonprofit, and entrepreneurial positions. Training opportunities promote personal and professional growth through leadership development, education, coaching, and networking. By engaging in intellectual and experiential workshops, participants learn key principles aimed at enhancing their leadership styles to help them successfully leverage opportunities for advancement.

## **2024 Program Dates**

February 1-2 | March 7-8 | March 27-28

May 2-3 | June 6-7 | June 21 (Graduation)

November 1, 2024 | 18th Annual HIGHER Ground  
Women's Leadership Conference

**APPLY TODAY!**

**APPLICATION DEADLINE: NOVEMBER 15, 2023**

**FOR MORE INFORMATION:**

**VISIT [GEHLI.VCU.EDU](https://gehli.vcu.edu) OR CALL 804.827.1169**

### As a participant, you will:

- Investigate your leadership style through assessment instruments and explore aspects of personality and behavior in areas such as problem solving, decision-making and communication styles to increase self-awareness
- Enhance your self-awareness of personal leadership styles and strengths
- Expand your experiential and intellectual analysis of the process of leading through a series of intensive and interactive sessions
- Develop skills and methods to engage and understand leadership
- Increase your skills and abilities to gather and utilize feedback
- Gain greater effectiveness in communication and collaboration
- Obtain broader insights into processes of leading in diverse arenas
- Create a clear vision for self and organization
- Strengthen your performance capabilities as agents of change
- Grow in confidence and comfort in leadership roles



HIGHER Ground applies the leadership principles of the Institute and is based on contemporary research and practice in leadership. HIGHER Ground has been extremely successful in addressing the following priorities since its inception in 2001:

**Reflective Practice.** Participants receive tools to uncover their own leadership styles and improve leadership skills, behaviors, competencies, and practices through personal development and feedback. Focusing on self-discovery, participants complete a series of intensive leadership assessments, including personality style inventories and a comprehensive 360-degree feedback survey.

**Collaborative Leadership.** Participants are guided through a broad understanding of the nature and scope of shared leadership processes and will learn effective strategies for creating and managing high-performance work teams in their organizations.

**Self-Identification as a Leader & Change Agent.** Participants will receive tools to help them become more effective and impactful in their overall leadership abilities. They will learn to identify their unique strengths and confidently utilize them in leading. They are equipped with tools to more effectively communicate, collaborate and manage conflicts among diverse groups.

**Authenticity & Well Being.** Participants explore their ability to connect authentically with the thoughts and feelings of themselves and of others, in order to motivate and inspire movement toward desired outcomes and influence positive well-being.

**Program Fee.** The program fee is \$2,250 and may be paid by either a sponsoring organization or the individual. The fee covers all program costs including program materials, intensive leadership assessments, coaching, an overnight retreat, meals on program days, and registration for the 2024 Annual HIGHER Ground Women's Leadership Conference.

**Continuing Education.** Participants qualify for 8 Continuing Education Units (CEUs) for full program participation.



# VCU Wilder School – The Grace E. Harris Leadership Institute

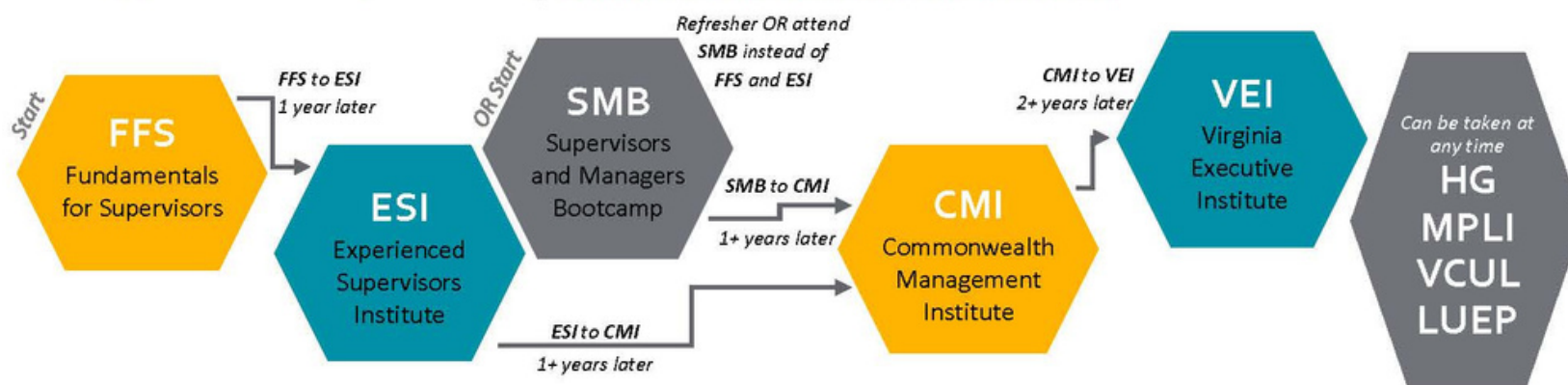
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Virginia Commonwealth University

The [Grace E. Harris Leadership Institute](#) at the [VCU Wilder School](#) promotes the development of current and emerging leaders in Virginia state and local government, academic institutions, public, private and nonprofit organizations, and communities of the Commonwealth. GEHLI offers an integrated series of professional development programs that develop critical skills at the supervisory, management, senior leadership, and local levels.

|                | FFS                             | ESI  | SMB   | CMI  | VEI                                       | HG  | MPU  | VCUL                                       | LUEP   |
|----------------|---------------------------------|--|---|--|---|---|--|--|--|
| Full Name      | Fundamentals for Supervisors    | Experienced Supervisors Institute                      | Supervisors and Managers Bootcamp                             | Commonwealth Management Institute                      | Virginia Executive Institute              | HIGHER GROUND Women's Leadership            | Minority Political Leadership Institute                                      | VCU Leadership Development Program         | Land Use Education Program                                       |
| Focus          | Supervising others              | Building and managing teams                            | Managing one's performance while developing others            | Developing one's self leadership to better lead others | Developing executive leadership skills    | Develop the skills and methods women employ | Community economics, political climate, civic engagement, and racial equity. | VCU's structure and address current issues | Informs land use principles and decisions                        |
| Program Length | 3 days                          | 3 days   | 5 days  | 5 days   | 10 days                                   | 5 months                                    | 8 months   | 10 months                                  | 10 weeks   |
| Audience       | New supervisors or team leaders | Experienced managers, supervisors, and project leaders | New or experienced supervisors, managers, or project managers | Managers   | Executives and leaders                    | Current and emerging women leaders          | Individuals interested in minority communities                               | VCU and VCU Health employees               | Planning commissioners, BZA members, professional planners, etc. |
| Location       | Richmond                        | Richmond   | Richmond  | Staunton   | Virginia Beach, Charlottesville, Richmond | Richmond                                    | Richmond, Norfolk, Farmville, DC, Lynchburg                                  | Richmond                                   | Richmond   |
| Cost           | \$1,200                         | \$1,200  | \$1,750   | \$1,950  | \$3,975                                   | \$2,250                                     | \$2,150  | \$3,500                                    | CPC \$550<br>BZA \$500   |

## Suggested Progression

Although previous programs are not pre-requisites, if you want to fully engage in all of the Wilder School's programs, this is a suggested path.







## Course Offering Descriptions

### FFS

Fundamentals for Supervisors

**Fundamentals for Supervisors (FFS)** provides essential skills required by those new to supervising the work of others, leading project teams, or who have not received prior supervisory training. The goal of FFS is to increase an individual's performance as a supervisor and to provide practical tools to enhance staff performance.

### ESI

Experienced Supervisors Institute

**Experienced Supervisors Institute (ESI)** helps build the necessary competencies that will move Supervisors beyond the role of a managing supervisor to becoming an influential leader. ESI focuses on advanced supervision tools and tips and an introspective look at what it takes for Supervisors and teams to succeed in good and challenging climates.

### SMB

Supervisors and Managers Bootcamp

**Supervisors and Managers Bootcamp (SMB)** is a highly interactive sequence of topics, tips, and tools to develop and sharpen leadership skills for Supervisors, Managers, and Project Managers. Participants leave armed with knowledge and confidence in their ability to solve some of the challenges that come with supervising others.

### CMI

Commonwealth Management Institute

**Commonwealth Management Institute (CMI)** increases a manager's ability to effectively design, implement, and evaluate public programs and policies. CMI is about affecting positive change - in self, in others, and in agencies. CMI promotes the exchange of information, the development of creative ideas, and ongoing collaboration.

### VEI

Virginia Executive Institute

**Virginia Executive Institute (VEI)** provides a dynamic forum for leaders of today and tomorrow to be part of an impressive network of state executives who have committed to developing their leadership strengths and becoming change agents for Virginia's future. Participants leave with a re-examined leadership vision and a lasting network of colleagues.

### HG

HIGHER GROUND Women's Leadership

**HIGHER GROUND Women's Leadership Development program** is a five-month experience for current and emerging women leaders who are committed to investing in themselves and their organizations. The program is designed to benefit women at all career levels in public, private, nonprofit, and entrepreneurial positions.

### MPLI

Minority Political Leadership Institute

**Minority Political Leadership Institute (MPLI)** is an intensive, eight-month experience designed to promote leadership development for individuals interested in issues important to minority communities, including community economics, political climate, civic engagement, and racial equity.

### VCUL

VCU Leadership Development Program

**VCU Leadership Development Program (VCUL)** is a 10-month program designed to enhance the knowledge, skills, and experience of current and emerging leaders who represent the academic and administrative units of Virginia Commonwealth University and the VCU Health System.

### LUEP

Land Use Education Program

**Land Use Education Program (LUEP)** informs planning commissioners, BZA members, professional planners, planning students, and interested citizens as they make decisions regarding the use of Virginia's land. The program has two programs, the **Certified Planning Commissioner Program (CPC)** and the **Certified Board of Zoning Appeals Program (BZA)**.

### CUSTOMS

Custom Development Programs

**Custom Development Programs** are available to all agencies and organizations for short- and long-term training. We design and deliver training for staff at all levels - executive, management, and supervisory. We use existing models, custom-designed programs, and assessments to create a training specifically shaped to meet your needs.



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# SAVE THE DATE!

**FRIDAY,  
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## **THE GRACE E. HARRIS LEADERSHIP INSTITUTE**

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