

Resident Empowerment Program

The Palm Beach County Office of Community Revitalization



**PALM BEACH COUNTY
OFFICE OF COMMUNITY REVITALIZATION**

MODULE 1
BEING A LEADER FOR CHANGE

Why Are You Here?



Why Do We Want You Here?

- ❖ To empower you to be stronger and more confident in controlling your life and claiming your rights.
- ❖ To develop informed and effective future leaders from CCRT neighborhoods.
- ❖ To help CCRT neighborhoods improve by connecting residents to resources.
- ❖ To create neighborhood advocates.
- ❖ To help neighborhood leaders increase their knowledge.

What is a CCRT?

- ❖ Countywide Community Revitalization Area
- ❖ A neighborhood within unincorporated Palm Beach County that meets the following criteria:
 - ✓ Primarily low-income
 - ✓ Low property values
 - ✓ Missing or inadequate infrastructure
 - ✓ Higher than the County average for crime
 - ✓ Higher than the County average for code enforcement violations

The Role of The Office of Community Revitalization

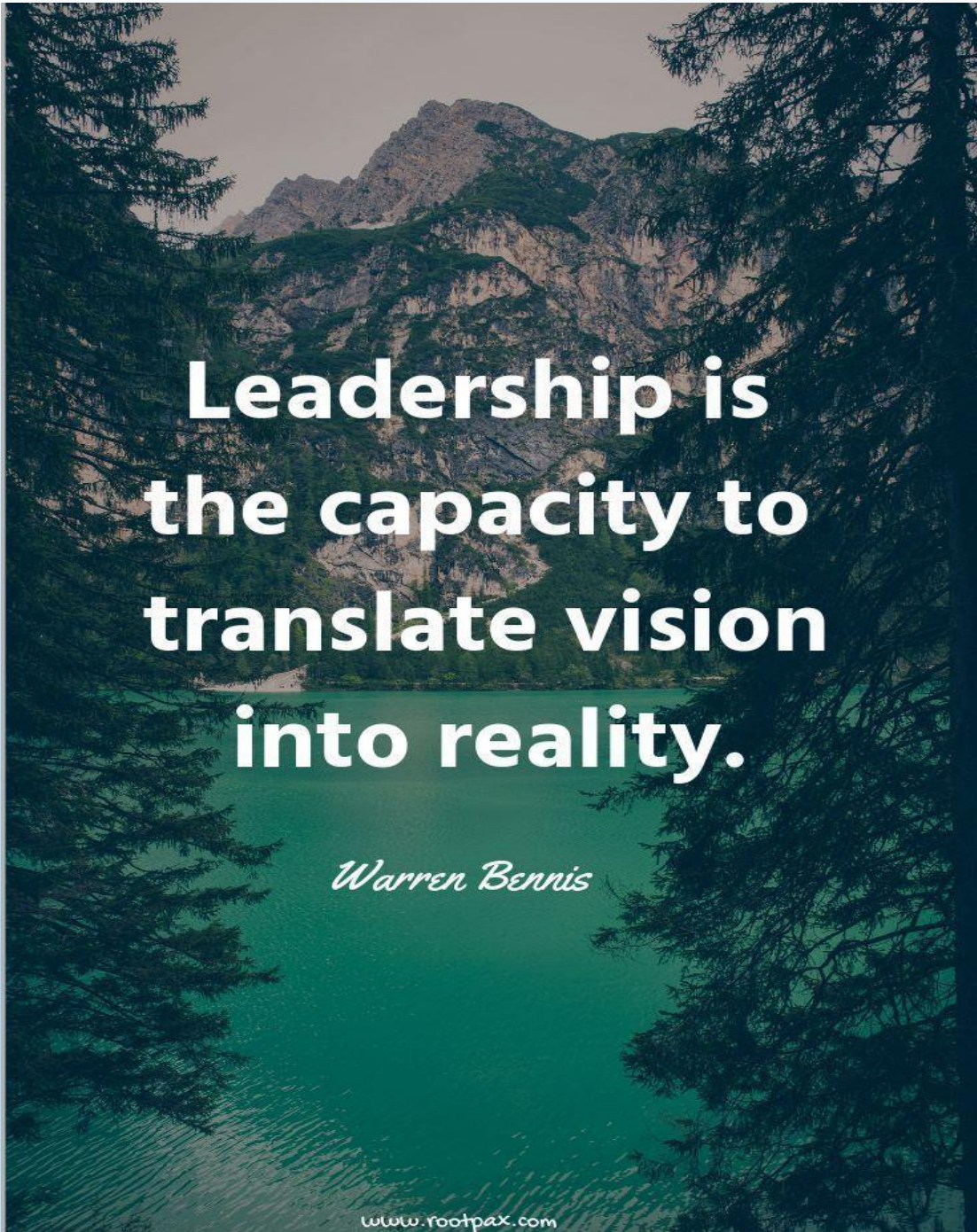
- ❖ To connect residents with County departments to solve issues
- ❖ To improve neighborhoods with OCR projects and programs:
 - ✓ Street Lights
 - ✓ Speed Humps
 - ✓ Grants
 - ✓ Technical assistance

**GREAT LEADERS DON'T
SET OUT TO BE A
LEADER...THEY SET OUT
TO MAKE A DIFFERENCE.
ITS NEVER ABOUT THE
ROLE-ALWAYS ABOUT
THE GOAL.**

LisaHaisha.com

Do **YOU want to
make a difference
in your
community?**

Do **YOU** have a vision
of what your
community can
become?



**Leadership is
the capacity to
translate vision
into reality.**

Warren Bennis

Do **YOU** feel compelled to act to improve your community?





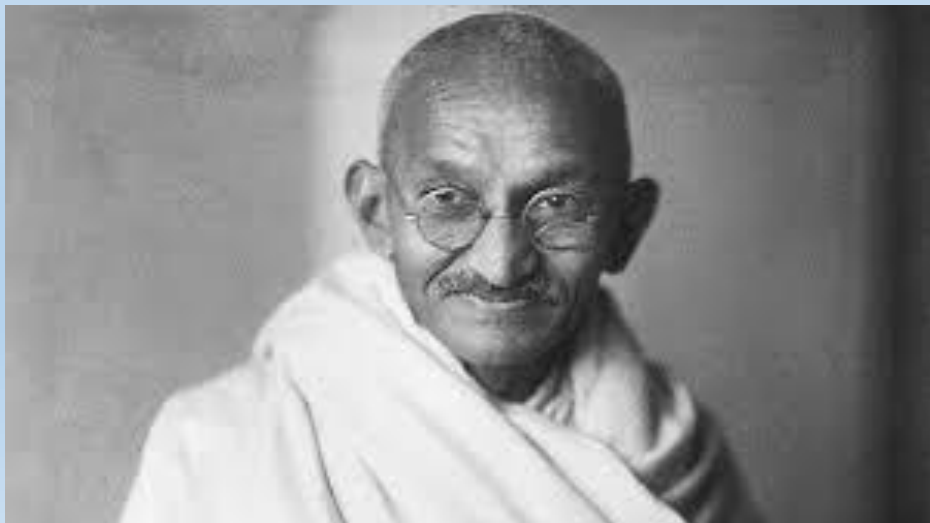
To lead people, walk
behind them.



Lao Tzu



**YOU ARE ON YOUR
WAY TO BECOMING
A LEADER!**



Qualities of Great Leaders

INCLUSIVENESS

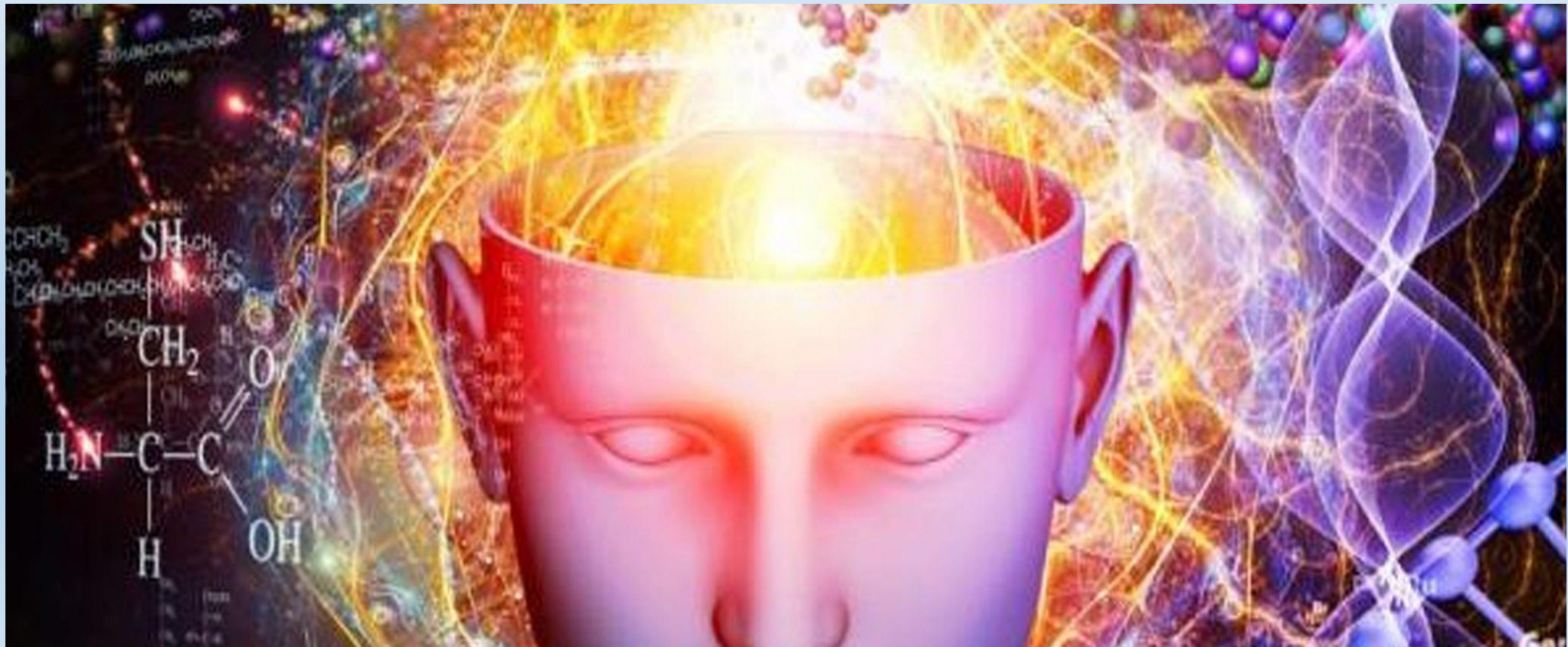
- Include a cross-section of residents
- Hard to reach populations – disabled, elderly and teens



Self Awareness

What are your strengths and weaknesses?

What is your motivation to lead?



Integrity

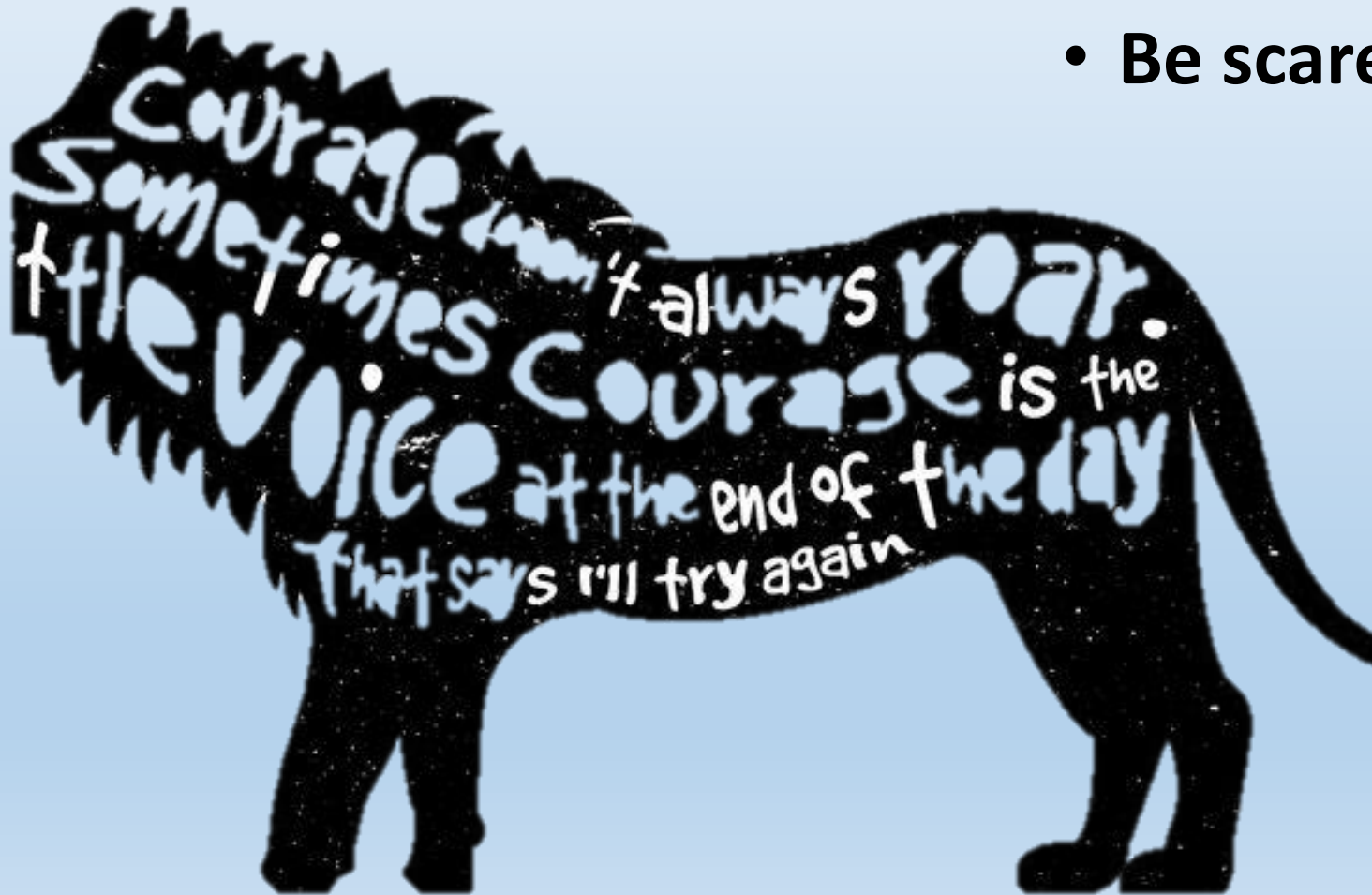
is choosing your thoughts and actions based on values rather than personal gain.



- **Builds trust**
- **Develops your organizations reputation**
- **Easier to get buy-in from residents and funders**

Courage

- Dare to fail
- Be scared but do it anyway



CONFIDENCE



- **Sees failure as the opportunity to learn**
- **Reassures others**
- **Fake it until you make it.**



“

You've got to think about big things while you're doing small things, so that all the small things go in the right direction.

ALVIN TOFFLER

VISION

- Vision guides actions
- Helps others see the future
- Defines the mission

Enthusiasm

A scenic landscape featuring a pond in the foreground, surrounded by lush greenery and trees. A prominent tree with vibrant red leaves stands on the left side of the pond. The water reflects the surrounding trees and sky. The quote is overlaid in white text on the image.

Success consists of going from failure to failure without loss of enthusiasm.

Winston Churchill

Determination



- **Needed to succeed in community development**
- **Lots of roadblocks to success**
- **Many projects take time**



Innovation

- Ability to see change as an opportunity
- Able to see a different path
- Find creative solutions to complex problems

**WISDOM IS NOT A
PRODUCT OF
SCHOOLING BUT
OF THE LIFELONG
ATTEMPT TO
ACQUIRE IT**

-EINSTEIN

Wisdom

- **Experience = Learning from mistakes**
- **Questioning – what went wrong and what can I do differently**
- **Listening – seeking input**
- **Hearing – internalizing the input**



Adaptability

- Ability to change approach to adapt to changing environment
 - Technology
 - Social changes
 - New information
- Evolving to succeed

Strong Interpersonal Skills



Effective Communication



- **Avoid misunderstandings**
- **Better outcomes**
- **Less conflict**
- **Not always verbal**



Insight

- **A deep understanding of a person or thing**
- **Connects head and heart knowledge**
- **Information plus inspiration**



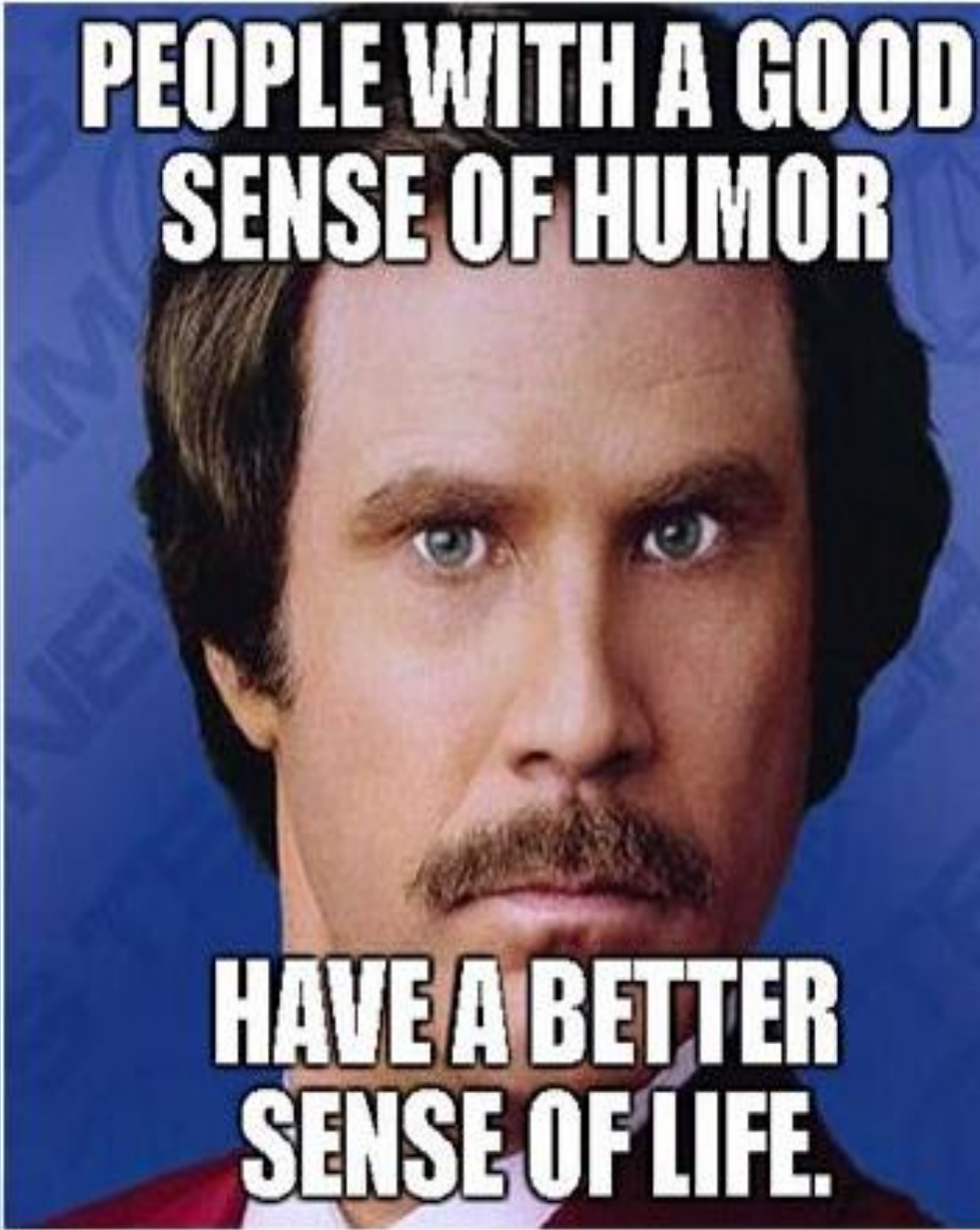
Succession Planning

- **Develop new leaders**
- **No one stays forever**
- **Keep momentum going**

Delegation Skills



- **Get more done**
- **Allows you to focus on the big picture**
- **You can't do it all**
- **Empowers others**
- **Prepares new leaders**



Sense of Humor

- A sense of humor improves your mental and physical health, boosts your attractiveness and improves your leadership skills.

Humor is the great thing, the saving thing. The minute it crops up, all our irritations and resentments slip away and a sunny spirit takes their place.

Mark Twain

**GOOD LEADERSHIP
VS.
BAD LEADERSHIP**

GREAT LEADERS



They can see potential in people

BAD LEADERS



They only find faults with others

GREAT LEADERS



They're positive and always encourage others

BAD LEADERS



They're negative and always blame team members

GREAT LEADERS



They inspire people to grow

BAD LEADERS



They don't care about people's growth

GREAT LEADERS



They put people in best positions and hence make them perform well

BAD LEADERS



They exploit people to make themselves benefit the most

GREAT LEADERS



They embrace open communication

BAD LEADERS



They don't value transparency

GREAT LEADERS



They're open to novel ideas and new things

BAD LEADERS



They hate changes and wouldn't take risks

GREAT LEADERS



They know when to delegate

BAD LEADERS



They micromanage

GREAT LEADERS



They're grateful for members' contribution

BAD LEADERS

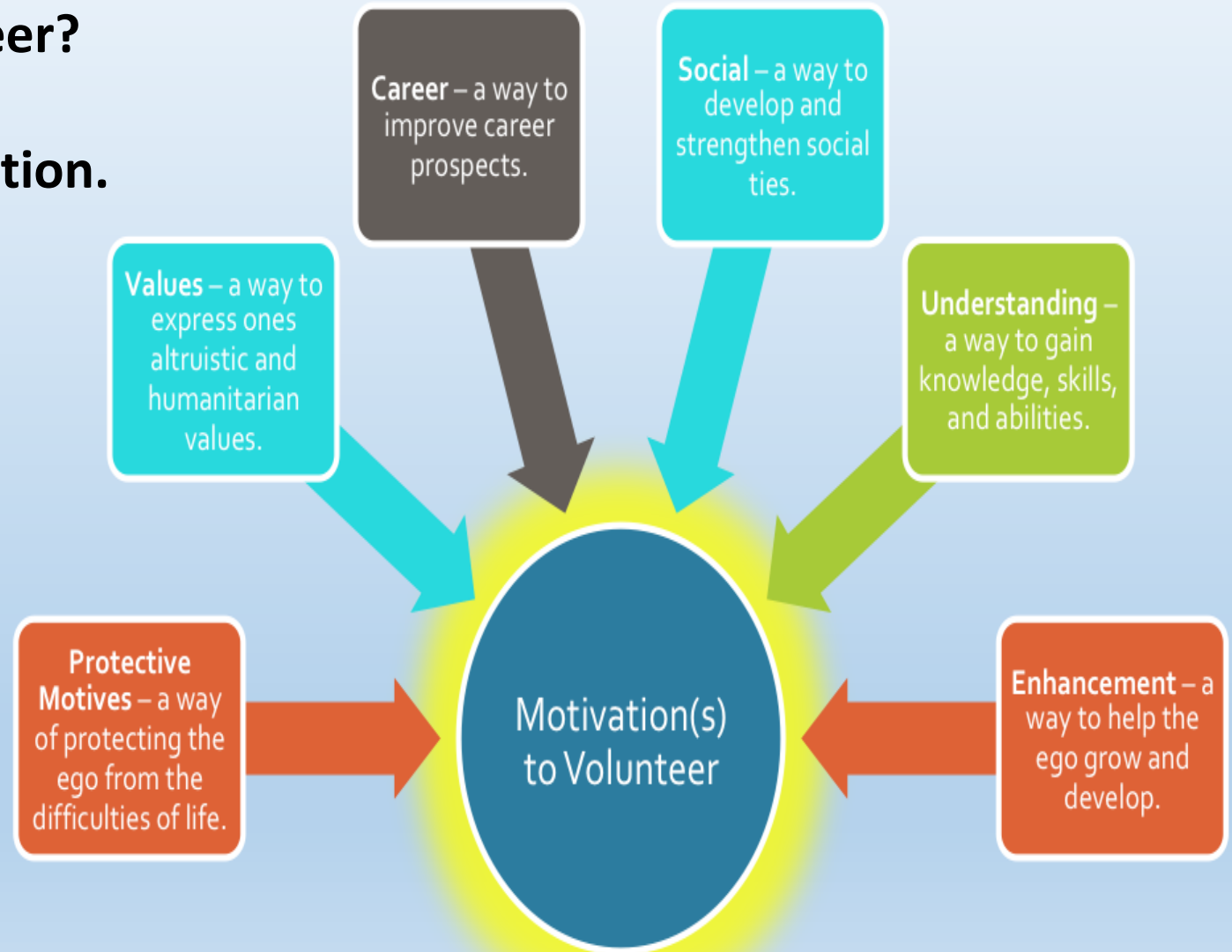


They think every member can be replaced easily and won't value them

The Role of the Community Leader

Motivate!

- What motivates people to volunteer?
- Do not judge the source of motivation.



Focus

- **Keep your eye on the prize!**
- **Keep meetings on track.**
- **Ensure vision is being achieved**



Discover and Manage Volunteers

- Everyone can do something.
- Don't ask at the last minute.
- Develop a list of volunteers, what they want to do and when they can do it.



Accountability

- **Accepts responsibility**
- **Accounts for one's actions**



Organizing the Organization

- **Recruit a core group of residents**
- **Set meeting dates, times and locations**
- **Develop a slate of board members**
- **Help set strategic priorities**
- **Delegate tasks and projects**
- **Help to guide the growth and development of new leaders**

Vision Development

- Elevator speech
- Plan how to meet the vision
- Aspirational



Have Fun!

- If its not fun, people won't get involved.
- Makes hard work easier
- More people will want to get involved

