

## Are Natural Leaders Born or Made?

Many of the components of leadership are not some innate talents that only a lucky few possess, they are skills that can be learned, honed, and developed - but only with support and hours of intentional practice.

In this webinar, members of The Home for Little Wanderers will share how they implement best practices for the development of leadership capability across the Agency. Through innovative courses and by leveraging digital technology, they've created the foundation and potential for a comprehensive learning organization. During this session, hear about the specific competencies/capabilities that The Home is building in its workforce and the creative ways in which they help drive the relationship between learning, application, and outcomes.

### Presenters:



Jennifer Kropveld-Boucher, **MA, LMHC; Director of Workforce, Learning & Development**

As a clinician, Jennifer has experience working with children, adolescents, and adults in a variety of school, community and residential/group home settings. When joining the Home for Little Wanderers 17 years ago, she realized that she was most passionate about creating systemic changes to support the creation and maintenance of the most trauma informed and culturally sensitive environments. Since then, she has served as a consultant, Intern Manager, Trainer, and Director of the Workforce, Learning & Development department at the Home for Little Wanderers. In this role, she is involved with individual, program level, and agency wide initiatives to effect change. It is important to Jennifer to stay connected to the voices of those for whom she advocates, so she continues to train on topics such as Supervision/Management, Cultural Humility, and a host of clinical trainings.



Chris Wong, LMHC; **Director of Employee Learning and Development**

I started my career as a direct care staff for adolescents in a psychiatric inpatient hospital. I found that I enjoyed that population and the work that I came to Boston and got my Masters in Mental Health Counseling and Behavioral Medicine from Boston University School of Medicine. After graduation, I worked as a clinician at Southeast Campus where I also obtained my LMHC. Over the years, I've also worked in outpatient Fee-for-service settings and mobile crisis teams. I also spent a few years working in utilization management at Blue Cross Blue Shield of Massachusetts. In 2016, I came back to the Home for Little Wanderers to work as the trauma training manager where I developed and facilitated clinical trainings cultural humility trainings, and any additional training support for programs. In my work in the Workforce, Learning, and Development department I also delivered trainings to schools and organizations in the community. In my current role, I oversee leadership and career development and employee learning for the entire organization. I develop and implement learning plans for employees and leaders as well as provide coaching for employees and leaders at all levels, helping the organization solve problems.



Antoine Duffaut; **Trainer, Workforce Learning and Development**

Antoine has had a variety of experiences in the field of nonprofit work with children, adolescents, and families. When he began his journey with The Home for Little Wanderers 17 years ago, he worked as a Residential Supervisor and Milieu Director overseeing part of a 20-bed intensive group home for youth and families living with the impact of complex trauma. Since 2013, Antoine has served as the agency's Lead Trainer in Therapeutic Crisis Intervention and

CPR/FA, as well as training other clinical and technical skills courses. In his role as a trainer, he also creates online courses and manages an online learning platform. Antoine appreciates the importance of relationships and cares deeply about helping others be their best selves. These are evident in his direct work with youth and families as well as his countless hours of coaching and mentoring.



Elizabeth Woodruff; **Clinical Trainer, Workforce Learning and Development**

In her work in child welfare in Boston, MA, Elizabeth has poured her energy into creating programs and practices that embrace transformative responses to harm, keep families together, and minimize the length of out-of-home treatment. Since she began with The Home in 2011, Elizabeth has worked as a direct care supervisor, milieu manager, clinician, and Assistant Program Director overseeing a 20-bed intensive group home for youth and families living with the impact of complex trauma. Elizabeth has experience in family therapy, crisis intervention/prevention, and care coordination for youth and their families in group home, outpatient, and community-based settings. Elizabeth currently works as a trainer of clinical interventions and anti-oppressive practices; and as a clinical supervisor and community-based family therapist.