

# 2022 NCDA State CDA Leadership Training

NCDA Global Conference, June 26, 2022  
Anaheim, CA



Stacy M. Van Horn, Ph.D., NCDA Trustee for State Divisions  
Carolyn Jones, M.Ed., NCDA President-Elect- Elect

# CDA Training Agenda...



Introductions



Getting to Know *YOU*



*Effective Leadership*

- *Strengths*

- *Challenges*



*State CDAs Sharing Strategies*

- California (CCDA)

- Topic: *Succession Planning*

- Ohio (OCDA)

- Topic: *Recruitment and Outreach*



Exploring NCDA Resources for State CDAs



Action Planning For the Future



# Stacy & Carolyn





Now, Let's Get To  
Know You!





1. Reflect on any time you may have spent at Disney World. What was your favorite ride, attraction, or character?



2. Inspired by Rodeo Drive, think of a favorite store you would love to make a dream purchase.



3. Which celebrity would you want to bump into strolling down the Hollywood Walk of Fame?





4. Studio tours come to mind when in Burbank, so which show would you love to be an extra in?

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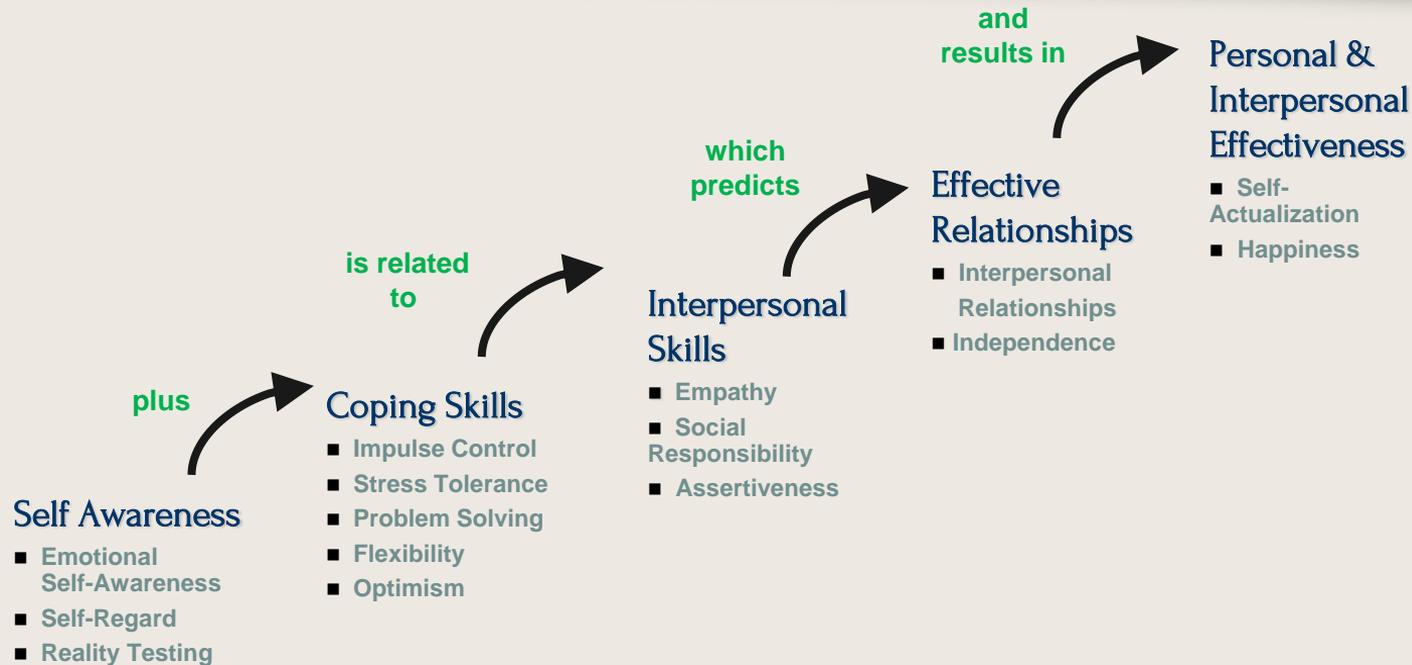
What are the  
qualities of an  
effective leader?

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# The Foundation

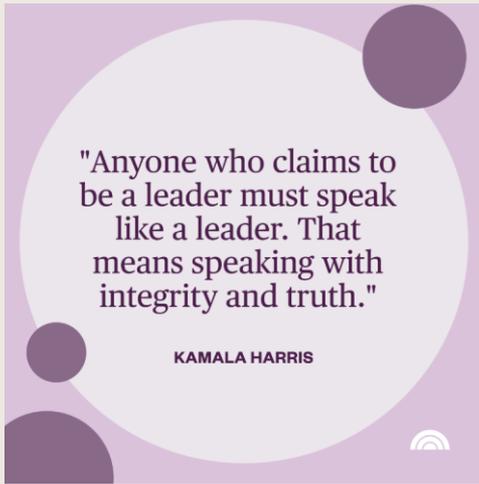
Adapted from: The Cannon Emotional Competence Model  
Kate Cannon, Author



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# What Challenges might Leaders Encounter?





A lot is said about about Leadership. What resonates with YOU?

**"Leadership is the capacity to translate vision into reality."**  
— Warren Bennis

**"A good leader is a person who takes a little more than his share of the blame and a little less than his share of the credit."**  
— John C. Maxwell

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Ready to Practice Those  
Effective Leadership Skills?



What  
would  
**YOU**  
Do



**Scenario:** Marsha has been having trouble understanding her Division President's expectations and goals in her role as the board secretary. This is particularly frustrating for her, because she's very friendly and gets along with most people. She's communicative and talkative and believes that she's doing a good job. She has provided copious minutes from the past 3 meetings, and the minutes were approved with only slight corrections. But occasionally the President will ask her a question that surprises her, because Marsha didn't realize that he wanted something else. She just wishes that he would explain more clearly what he wants and expects, so that they can work better together. But he doesn't seem to say much directly to her during the conference calls. And from Marsha's perspective he is also not communicating his expectation clearly to the other members. After last month's call, she became very frustrated and sent him an email letting him know of how she was feeling and that she was considering resigning from the board.

### Group Discussion:

- How do you describe what's going on in this situation? What are the communication challenges?
- Discuss with colleagues at your table possible ways each of these CDA Board members could address this situation.
- Then, select a course of action and **ROLE PLAY** what it might look and sound like using effective leadership skills
- Lights, Camera.... Action!





# California Career Development Association (CCDA)



Markell Morris, Past President, Co-Finance Chair, CCDA  
Kegan Barroso, Secretary, Consulting Admin., CCDA  
Shelby McIntyre, President, CCDA  
Cheryl Love, President Elect, CCDA

# **Succession Planning**

Strategic Planning & Vision:  
Past, Present and Future

California Career  
Development Association

# Presenters

## Markell Morris

Past President, Co-  
Finance Chair,  
CCDA

## Kegan Barroso

Secretary, Consulting  
Administrator,  
CCDA

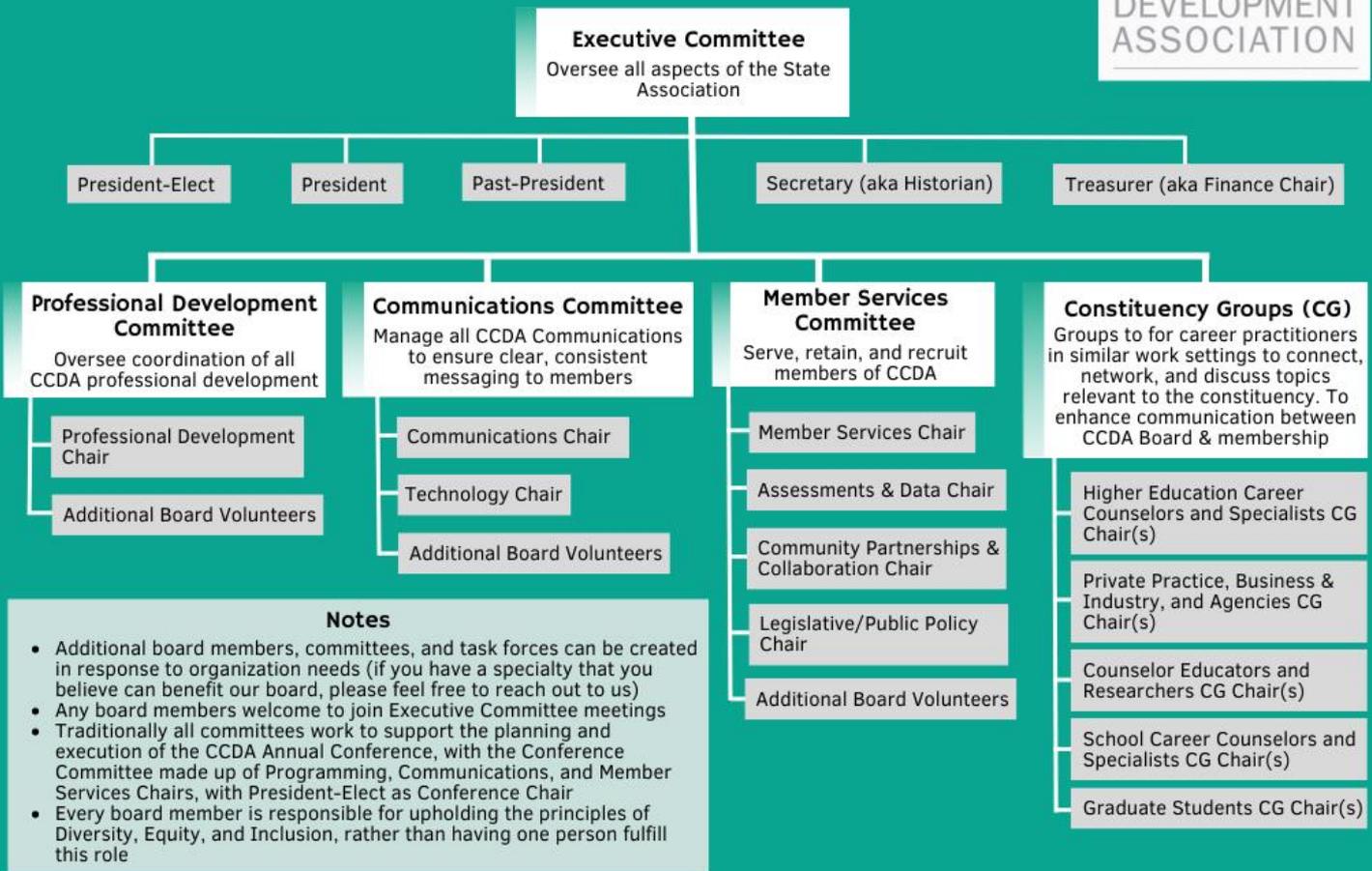
## Shelby McIntyre

President,  
CCDA

# Defining Our Future

- Challenge: Leadership Continuity
- Our Approach to Board Development and Succession Planning
  - Member survey
  - Strategic Planning Process
- Solution: We made it easier to say "yes" to leadership
- Outcomes

# CCDA 2022-2023 Organization Chart



### Notes

- Additional board members, committees, and task forces can be created in response to organization needs (if you have a specialty that you believe can benefit our board, please feel free to reach out to us)
- Any board members welcome to join Executive Committee meetings
- Traditionally all committees work to support the planning and execution of the CCDA Annual Conference, with the Conference Committee made up of Programming, Communications, and Member Services Chairs, with President-Elect as Conference Chair
- Every board member is responsible for upholding the principles of Diversity, Equity, and Inclusion, rather than having one person fulfill this role

# Current Progress: 21-22 Board Term

- Over 200 active members, over 500 constituents/contacts in database
- 17 board members for 21-22 board term (9 returning from 20-21 board term)
- 18 board members for 22-23 board term (14 returning from 21-22 board term)
- *Challenges:* Ownership with volunteer-led organization, leadership skills within committees, process vs. action orientation, siloing, availability
- *Strengths:* Relationships & communities, centralized sources of information, multiple methods of communication (email, Slack, newsletter)
- *Strategic Plan:* implement NCDA Grant by offering graduate student scholarships, continue with Constituency Groups, professional development CEU events, annual conference, and communications plan

# From the Secretary / Consulting Administrator Perspective

- Documentation
  - Google Drive
- Federal and State Taxes
- Board Communication
  - Slack
  - Board Announcements
- Website Stewardship

# **Board Recruitment Video (20-21 Board Term):**

**CALIFORNIA  
CAREER**

DEVELOPMENT  
ASSOCIATION

# Thanks!

Do you have any questions?

[markell@futures-in-motion.com](mailto:markell@futures-in-motion.com)

[ccda.secretary1@gmail.com](mailto:ccda.secretary1@gmail.com)

[shelbynmc@gmail.com](mailto:shelbynmc@gmail.com)

[linktr.ee/ccdaconnect](https://linktr.ee/ccdaconnect)

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— How well do you know your facts about  
NCDA State CDA Resources & Support?  
Let's find out!

Melanie Reinersman, NCDA Publication Dev. Director; NCDA Website/ Magazine Editor

[NCDA State Division Resources](#)



# Congratulations to NCDA CDA 2022 Grant Awardees

- California
- Virginia
- Colorado
- Ohio
- North Carolina
- Massachusetts

Check out this link sharing all about NCDAs most recent established committee: ***THE GRADUATE STUDENT COMMITTEE.***

Together they make up a total of 16 ways to get involved and make an impact in NCDA- Share the news with your state CDA members! Rose Oku shares it all... [Click here](#)





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# Ohio Career Development Association (OCDA)

Nina Talley, Rising President, OCDA  
Evan Faidley, Rising Past-President, OCDA



# BUILDING CHAPTER STRENGTH THROUGH STRUCTURE AND CONNECTIONS



**Evan Faidley, Ph.D. - OCDA Rising Past-President**  
**University of California, Berkeley** ♦ [efaidley@berkeley.edu](mailto:efaidley@berkeley.edu)

**Nina Talley, D.M. - OCDA Rising President**  
**Wilmington College** ♦ [nina.l.talley@wilmington.edu](mailto:nina.l.talley@wilmington.edu)

# WHO WE ARE



## Evan Faidley

Strategic Woo  
Learner Input  
Futuristic

## Nina Talley

Strategic Futuristic  
Achiever Individualized  
Connected

# STRUCTURE = ESTABLISHING STRATEGY

- Parent Organizations' Strength, Mission and Vision

National Career Development Association (NCDA) & Ohio Counseling Association (OCA)

- Building Career Development Resources
- Chapter Sustainability and Growth Through Data-Driven Decisions
- Leadership Skills: Adapting to Situations



# STRUCTURE = PROFESSIONAL DEVELOPMENT

- Financial Incentives
  - PD grants, graduate student scholarship, NCD Month Poetry//Art Contest
- Annual Conference
  - Building up to and post conference workshops
  - Call for proposals on an international scale (since 2021)
- Signature Series
  - Tennessee CDA PD Grant
  - Addressing Career Constituency Groups
- Accessibility/CEUs
  - In-person → Zoom ← → Hybrid

## OCDA Professional Development *Signature* Workshop Series & Networking Event

“LEVERAGING RESOURCES TO BUILD A  
PRE-APPRENTICESHIP PROGRAM”



Date: Friday, April 29, 2022

Time: 2:30pm - 4:00pm

Location: Columbus Main Library Meeting Room 3A  
96 S. Grant Ave. Columbus, OH 43215

\*\* Or Join Us Virtually via Zoom

REGISTER NOW

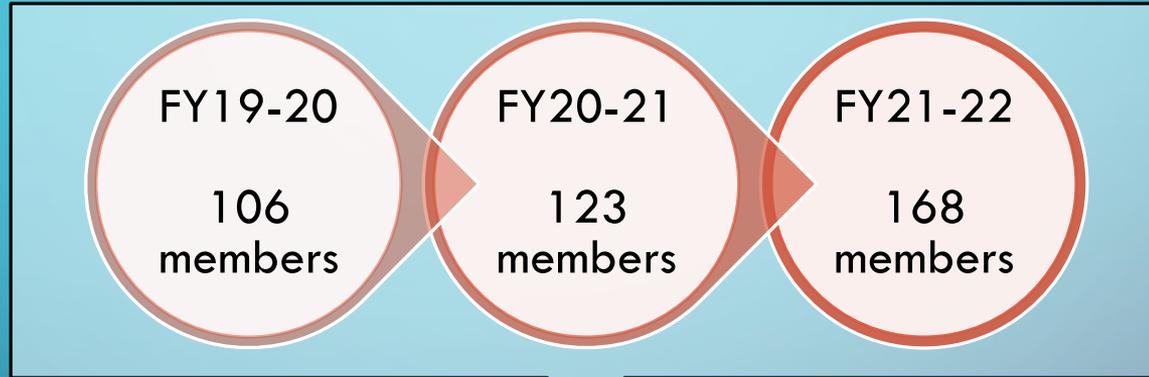


Workshop Presenters:  
John Hambrick & Christine Galvin  
with  
ESC of Central Ohio

<https://ocdaonline.org>



# STRUCTURE = MEMBERSHIP GROWTH AND RECRUITMENT



Conference = 1 Year  
Membership  
(non-members and students)

Constituency Group Outreach  
(Grad Students / State-Derived Contacts)

Book Club

Coffee Chats

# MAJOR TAKEAWAYS

Strategize members' professional development to align with CDA purpose

Make intentional, data-driven decisions for chapter sustainability and perseverance

Expand the network of constituency groups to grow CDA presence

Professional Development

Structure

Membership

OCDA



THANK YOU



Have a wonderful conference!