



Cultivating Leadership to Effect Change

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Why do we need leaders – now more than ever?

- ⊙ **Adverse political environment**
- ⊙ **Budget cuts**
- ⊙ **Need to advocate for systems change**
 - e.g., Medicaid expansion
 - “Nothing about us without us”

Peer Advocacy Movement Grew out of Struggle for Rights & Empowerment

International Conference on Human Rights and Against Psychiatric Oppression, Vermont, 1985



Ex-patients' Rights Groups Form in 1970s and Early 1980s

...in Massachusetts, California, New York, Pennsylvania, Florida, Oregon



Judi Chamberlin



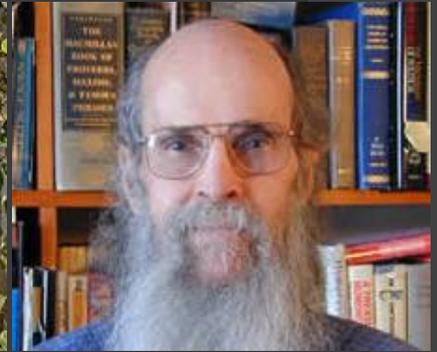
Sally Zinman



Jay Mahler



Ed Knight



Leonard Roy Frank



Joseph Rogers



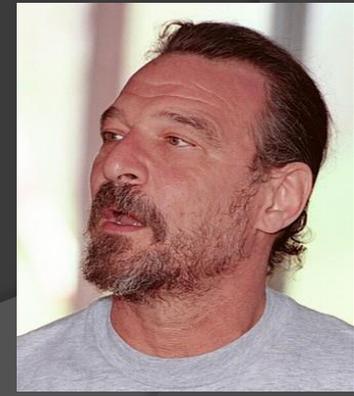
Sally Clay



Dan Fisher



David Oaks

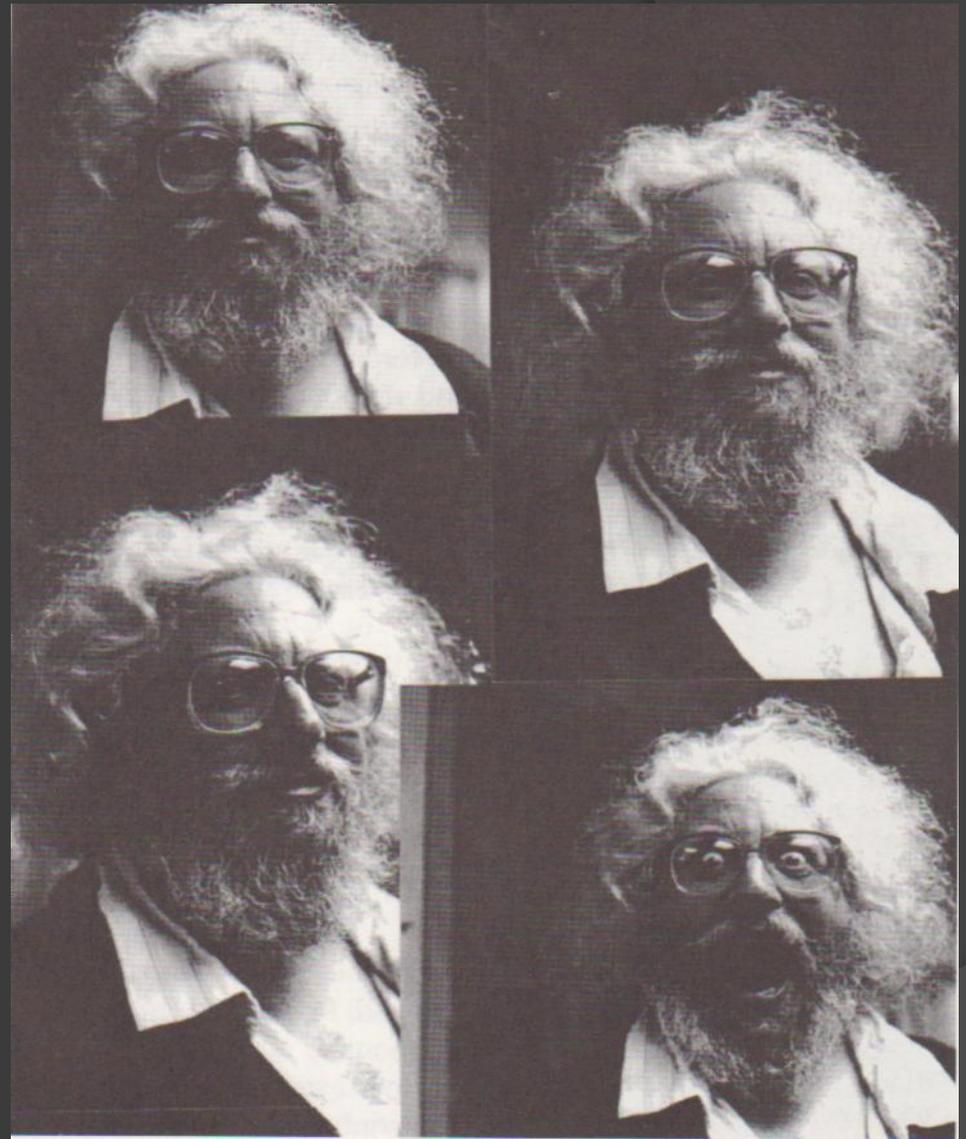


George Ebert

Movement Values

- Control
- Choice
- Self-determination
- Empowerment
- Recovery

“We want as full as possible control over our own lives. Is that too much to ask?”
–Howie the Harp



**Howie the Harp
(1953-1995)**

Conferences Unite Movement



The Alternatives conferences are organized by and for people with psychiatric histories. (Above: closing ceremony of Alternatives '85, the first Alternatives conference, which 450 attended.)

Statewide peer networks grow

Pennsylvania Mental Health Consumers' Association was founded in the 1980s.



Support

Empowering
Recovery
Self-directed

Inclusion
Gratitude
Hope

Advocacy

**More than half of the states
now have peer-run networks.**

Movement Evolves, Gains Power

- “A seat at the table”
- Serving on boards and committees
- Closing state hospitals
- Legislative advocacy
- Support on federal level

Neal Brown (right) and Jackie Parrish of the federal Community Support Programs Branch, now part of SAMHSA, helped the movement gain financial support.





We helped close Byberry (PSH) and ensure that the dollars followed the patients into the community (1990).



How do you grow leaders?



“Having a title doesn't make you a leader any more than standing in a garage makes you a car.” –*Unknown*

Start with who you have.

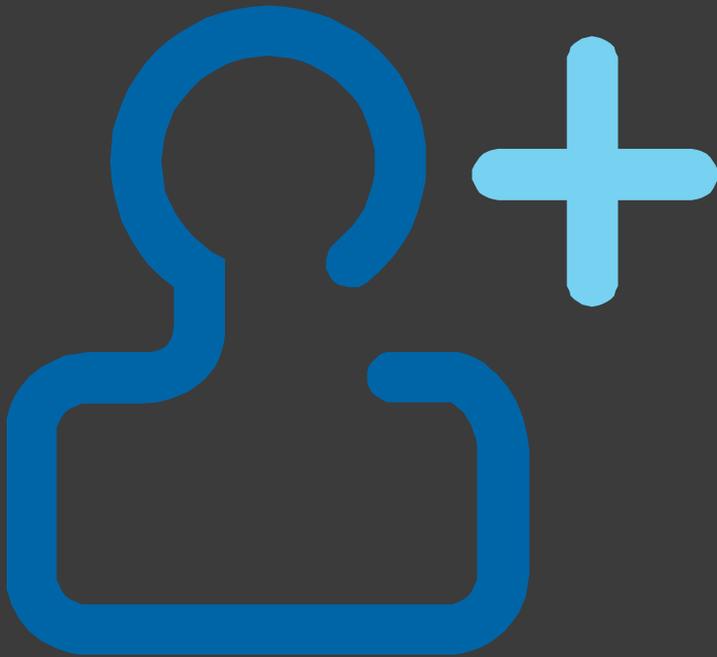
- ◎ Recognize leadership qualities, even in unlikely places.
- ◎ Give people responsibility.
- ◎ Encourage people.
- ◎ Show appreciation.
- ◎ Encourage good communication.



“A leader is best when people barely know he exists. When his work is done, his aim fulfilled, they will say: we did it ourselves.”

–Lao Tzu

Have a positive attitude:



- ⦿ Assume people want to get involved.
- ⦿ Let people know how they can make a difference.
 - Giving people responsibility gets them involved.

What Are Some Key Leadership Qualities?



Vision: Being able to imagine things as better than they are



- ◎ “The very essence of leadership is that you have to have vision. You can’t blow an uncertain trumpet.” –*Theodore M. Hesburgh, President Emeritus, Notre Dame*
- ◎ “Where there is no vision, the people perish.” –*Proverbs 29:18*

Creativity: You can figure out how to make your vision a reality



- ◎ “Innovation distinguishes between a leader and a follower.” – *Steve Jobs, Apple co-founder*

Boldness and Courage



“One man with courage makes a majority.” – Andrew Jackson

“What you can do, or dream you can, begin it. Boldness has genius, power and magic in it.” – Goethe

The five “P”s of Leadership



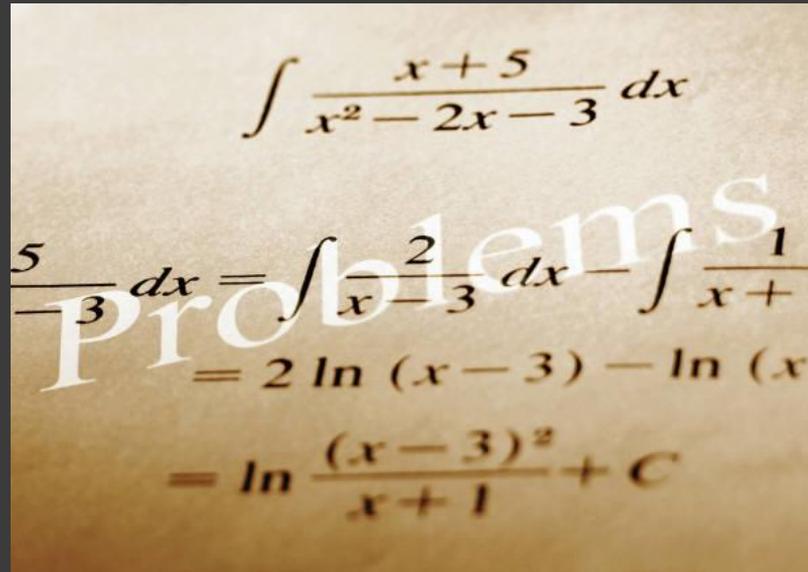
Partnership:

The ability to delegate tasks and inspire others to work with you



“No man will make a great leader who wants to do it all himself, or to get all the credit for doing it.” *–Andrew Carnegie*

Problem-solving ability



The image shows a handwritten mathematical solution on a piece of paper. The text is written in black ink. The word "Problems" is written in a large, light-colored, serif font across the middle of the page, partially overlapping the equations. The equations are as follows:

$$\int \frac{x+5}{x^2-2x-3} dx$$
$$\frac{5}{-3} dx = \int \frac{2}{x-3} dx - \int \frac{1}{x+1} dx$$
$$= 2 \ln(x-3) - \ln(x+1) + C$$
$$= \ln \frac{(x-3)^2}{x+1} + C$$

“Leadership is solving problems. . . . Great leaders are almost always great simplifiers, who can cut through argument, debate, and doubt to offer a solution everybody can understand.” *–Colin Powell*

Persistence

“Nothing could be worse than the fear that one had given up too soon, and left one unexpended effort that might have saved the world.”

—*Jane Addams*



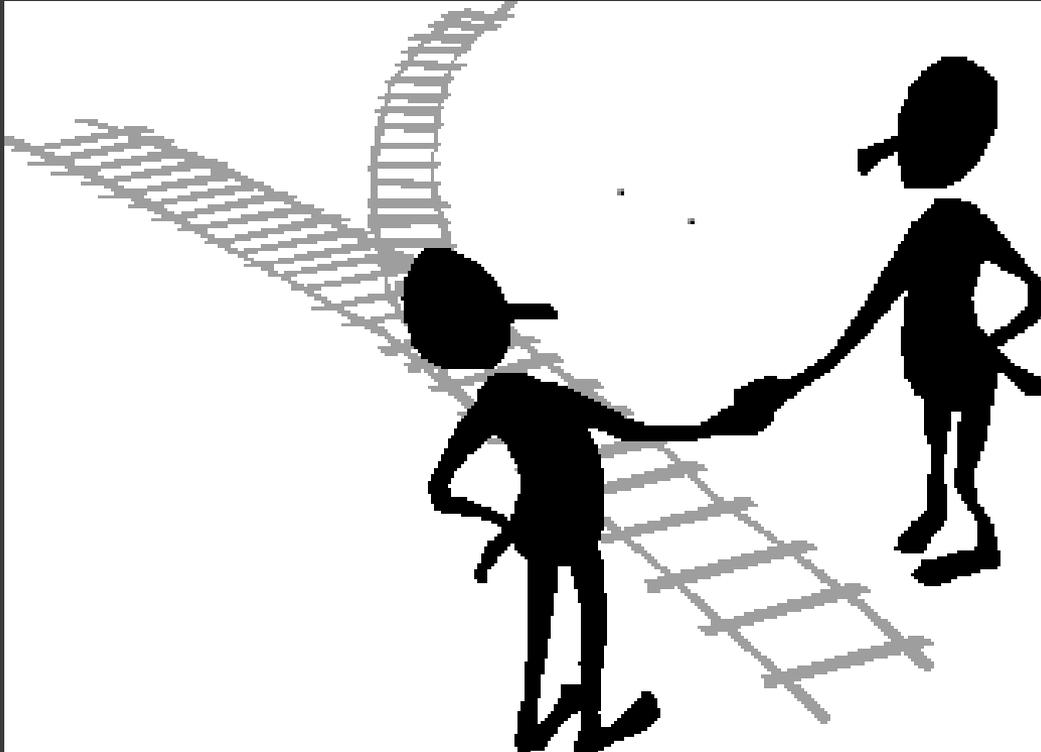
Patience

“I am extraordinarily patient, provided I get my own way in the end.” –*Margaret Thatcher* 😊



“If I have ever made any valuable discoveries, it has been owing more to patient attention, than to any other talent.” –
Isaac Newton

Pragmatism: The ability to compromise



“I’m a compromiser and a maneuverer. I try to get *something*. That’s the way our system works.” — *Lyndon Baines Johnson*

The Five “P”s Helped Bring the CIT Model to Philadelphia



First Phila. CIT graduating class, February 1, 2007

MHASP Advocacy Launches “Take Five”



- ◎ **MHASP’s Advocacy Division recruited activists to sign up to receive “one email per week, asking you to take five minutes to engage in some type of advocacy activity. . . .”**
- ◎ **Goal: To educate legislators and engage in other advocacy activities.**
- ◎ **<http://www.mhasp.org/about-advocacy>**

Last Words:

“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”

—John Quincy Adams



**This PPT is available for free
download at the link below:**

<http://mhselfhelp.squarespace.com/clearinghouse-resources/2013/4/22/cultivating-leadership-to-effect-change.html>

RESOURCES

- ◎ “Developing Leadership Skills”

http://www.soar.ucsc.edu/forms/developing_leadership.pdf

- ◎ “Developing Leadership Skills for the New in the Workplace”

<http://www.career-success-for-newbies.com/developing-leadership-skills.html>

- ◎ “Developing Leadership Skills”

http://www.ceoonline.com.au/expert_talk/leadership_management/leadership_skill.aspx

RESOURCES

- ◎ “Leadership Qualities: Ten Ways to Identify a Promising Person”

<http://www.nsba.org/sbot/toolkit/LeadQual.html>

- ◎ “8 tips for becoming a true leader”

<http://www.microsoft.com/business/en-us/resources/management/leadership-training/8-tips-for-becoming-a-true-leader.aspx?fbid=thqwKO2u-ON>