

**SPOTLIGHT:**

**From Uncertainty to  
Career Ready**

**ALSO INSIDE:**

- Enroll in Pre-Supervisor Training
- All Aboard: Board Leadership in Motion
- Emerging Leadership Retreat





# From Uncertainty to Career Ready

Takyra "TK" Thomas, Residential Coordinator at YWCA Central Indiana

## Need an easy way to develop your people?

At Shafer Leadership Academy, we believe that growing your people is the best way to increase your impact. So find a program that's right for you. Now is the time to invest in your people. Let's multiply your success with more effective and enthusiastic leaders.

Find A Program



"That program gave me my mama back," Samantha Long said of a novel partnership to empower and equip her mother and others with the confidence, resources and skills needed to move from uncertainty to stability.

Her mother, Jennifer Sweatman, lived at the YWCA Central Indiana for about two months to detox from harmful people and substances. While at the emergency shelter, the 52-year-old took classes to enhance her career confidence and professionalism.

"I have been clean and sober for one year and three months, and I am living with my daughter and grandbabies as I prepare to get my own place," said Sweatman, of Noblesville, Indiana. "This has been my dream for so long, and I finally have my life back because of the angels at the YWCA and all the people and programs that helped me see who I can be."

### Custom programs for career readiness

For almost a year, the YWCA Central Indiana has welcomed custom programs built through a partnership between Eastern Indiana Works, which provides education and training to people seeking skilled work, and Shafer Leadership Academy, which provides inclusive leadership development for people, organizations, and communities to reach their full potential.

Shafer Leadership's Executive Director Mitch Isaacs said custom partnerships with EIW and other workforce development agencies achieve meaningful outcomes for neighbors like Sweatman and their communities.





YWCA Central Indiana, partnered with Eastern Indiana Works and Shafer Leadership Academy, provides education and leadership development for community members.

**“We are a full-service programming solution with a person-centered approach.”**

“Shafer Leadership is not unique in offering professional development. We are unique in the way we provide that training. We are a full-service programming solution with a person-centered approach,” he said. “We don’t talk at people and clients, we talk with them, and we care about developing and supporting people and businesses in Indiana.”

### **Witnessing the climb**

Takyra “TK” Thomas has witnessed the results of these efforts. As residential coordinator at the YWCA, she connects residents with SLA-EIW programs that support the YWCA’s mission to empower women, particularly through financial literacy and income stability.

“We had a resident who attended SLA-EIW workshops, and within the third week of her move-in date, she had five job interviews setup. She had a developmental barrier and always assumed she wouldn’t be able to get a job because of it,” Thomas said. “A specific workshop called ‘Know Your Worth’ made her feel as though she could take on the world. During and after interviews, she knew what to do, what to say, and how to say it, and she was hired for two of the five the jobs she applied for.”

### **A shared purpose**

Thomas said SLA-EIW facilitators don’t simply present and leave. The passion, advocacy, and interest facilitators show for YWCA residents and their challenges is empowering, Thomas explained.

“Some of the residents dehumanize themselves because of their past and their present barriers, and they count themselves out of great opportunities,” Thomas said. “The workshops they attend focus on their strengths and build their confidence in work and life, and my heart is full of gratitude for the partnership.”

Eilis Wasserman, Program Manager for Shafer Leadership Academy, is the point person for coordinating programs at the YWCA. Thomas said Wasserman has gone out of her way to ensure the workshops are practical and accessible for YWCA residents.

“Eilis regularly asks for feedback and topic suggestions from our residents. When residents have questions, she stays past the given time to make sure they feel heard and understand. She has even helped with our Dress for Success event, which connect employers with job seekers,

model appropriate attire during an interview, teach participants how to identify professional skills and encourage self-awareness and self-worth.”

### **Women have a chance to get unstuck**

That sense of shared purpose and broader impact are what make partnerships so rewarding, said WaTasha Barnes Griffin, CEO of the YWCA Central Indiana.

“Thanks to this partnership, the women we serve have the chance to get unstuck,” she added. “Effective partnerships leverage the strengths of each partner and apply it strategically to the issue at hand. Simply put, strong partnerships build the relationships, shared understanding, and collective focus to make lasting progress. Women with stronger social networks are healthier, and more fulfilled. More connected communities are better suited to mobilize resources and solve problems than disconnected ones.”

The partnership between Eastern Indiana Works and Shafer Leadership Academy spans beyond the YWCA. The organizations work together to offer people across East Central Indiana access to free workshops and trainings in person or online. View upcoming workshops and learn more about the partnership at [shaferleadership.com](http://shaferleadership.com).

**Build confident leaders.**



**EIW Career and Leadership Workshops**

[www.shaferleadership.com/eiw](http://www.shaferleadership.com/eiw)





SLA's Executive Director, Mitch Isaacs was honored to be the keynote speaker for Purdue University Fort Wayne's "Emerging Leadership Retreat" for sophomores and juniors in their Student Leadership program. The retreat's goal is to get students to learn more about themselves and their classmates. The retreat was held at Electric Works giving students a chance to explore this exciting new urban development site.



## Pre-Supervisor Training

**November 3rd & November 17th, 2023**

Both sessions are held on a Friday

9:00 am – 4:00 pm

Innovation Connector

1208 W White River Blvd – Muncie, IN 47303



**Register Today!**

[www.shaferleadership.com/pre-supervisor-training](http://www.shaferleadership.com/pre-supervisor-training)

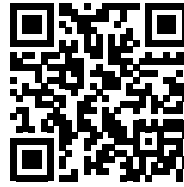
The transition from frontline employee to supervisor is a big leap.

This program is designed to help participants better understand the roles and responsibilities of supervision. In this interactive course, we will explore the fundamentals of frontline supervision. Participants will examine core elements of supervision such as building trust, managing conflict, and communicating effectively.

At the end of the program both participants and employers will be ready to answer the question "Is supervision for me?"

Standard tuition is \$750 per participant.

Fee includes light breakfast and full lunch at both sessions.



## Register for Free!

[shaferleadership.com/all-aboard](http://shaferleadership.com/all-aboard)

All Aboard: Board Leadership in Motion is a three-hour workshop ideal for individuals who have a desire to serve on a not-for-profit board but want to learn more about what serving as a board member entails, and how to find the potential board opportunity that suits their interests and skill sets.

### Participant Takeaways

- An understanding of the roles and responsibilities of a not-for-profit board member
- How to determine board opportunities that match interests, skills, & desired level of commitment
- Guidance on how to be an effective board member
- Insight on how to find potential board member opportunities
- Descriptions of board member opportunities currently available in the area

**Thursday, November 16th**

YWCA of Central Indiana

Community Room

310 E Charles St, Muncie, IN 47305

## Shafer Leadership Welcomes Our Newest Members!



## Board of Directors

**Charlotte Adams**  
(Chair of Diversity and Inclusion)  
Senior Project Manager  
First Merchants Corporation

**WaTasha Barnes Griffin (Vice President)**  
CEO - YWCA of East Central Indiana

**Carrie Barrett (Secretary)**  
Executive Director - New Castle Main St

**Michelle Carr**  
Learning and Development Manager  
Muncie Power Products

**Jason Harrington**  
CEO - Boyce Systems

**Brian Haughn (Treasurer)**  
Relationship Manager  
First Merchants Bank

**C.S. Hendershot**  
Director of Grants and Development  
Heart of Indiana United Way

**Justin Knox**  
Firefighter - Brownsburg Fire Territory

**Destinee Lewis**  
Intercultural Coordinator  
Ivy Tech Community College

**Dr. Melinda Messineo (President)**  
Professor of Sociology  
Ball State University

**Stacie Paxson**  
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Assessment Team)  
Human Resources Manager - FCC

**Kellie Pearson - Carroll**  
Vice President Human Resources  
Meridian Health Services

**Gary Thomas**  
President - LEAP Managed IT

**Chris Walker**  
Principal - Muncie Central High School

**Dr. Amy Ward**  
Vice Chancellor for Student Success  
Ivy Tech Community College

## Director Emeriti

**Andrew Dale**  
Co-Founder

**Richard Douglass**  
Co-Founder

**Lindsey Arthur**  
CEO, Muncie Habitat for Humanity

**Dr. George Branam**  
Dearly Departed

**Ray Chambers**  
President & CEO, Muncie Power Products

**Wil Davis**  
President  
Ball State Innovation Corporation

**Jeannine Harrold**  
Director Emerita  
Ball State University Career Center

## Upcoming Events

Shafer Leadership sessions are led by facilitators who guide participants to learn in community together around a leadership development topic. Facilitation is different than lecturing, webinar, or presentation style format.

### October

#### SAT 21 **Poverty Simulation**

Poverty Simulation is a 3-hour transformative, role-playing experience that demonstrates what life is like during a given month for families experiencing poverty.

During these simulations, participants examine poverty through a different lens and discover biases, explore barriers in their community, and discuss solutions.

#### WED 24 **You Are Driving Me Crazy! Using Emotional Intelligence At Work**

Learn how to identify and handle workplace relationships with key emotional intelligence skills so you can move from surviving to thriving.

**Virtual Workshop**



Susan Rozzi

### November

#### THU 01 **Opening Conversations On Identity**

Learn how to overcome the fear of doing inclusion perfectly by sharing thought-provoking and insightful personal stories of failure and success.

**Virtual Early Riser**



Dar Mayweather

#### TUE 07 **Building Teams And Overcoming Differences**

Learn how ideas can be generated through neutral and open-ended questions using a new kind of team-building experience.

**In-Person Lunch & Learn**



Tania Said

#### TUE 14 **Building Resilient People And Teams**

In this workshop, we will talk neuroscience, practical application, and applying the principles of next generation resiliency.

**Coffee Talk**



Adam Bouse

#### WED 29 **Saying "No" And Asking For Help**

Learn how to honor your inner voice, strategies to say "No", and dive deeper into identifying beliefs that are driving behavior and how to reframe them.

**Virtual Workshop**



Halle Simpson



**EARLY RISER**

A VIRTUAL JUMP START



**LUNCH & LEARN**

MID-DAY PROGRAMS FOR THE BUSY PROFESSIONAL



**COFFEE TALK**

A GREAT WAY TO START YOUR DAY



**WORKSHOP**

TIME TO DIVE DEEPER





# Register Today for Free!

[www.shaferleadership.com/calendar/](http://www.shaferleadership.com/calendar/)

## December

### THU 05 Diversity And Inclusion For Managers

This session will provide a safe and supportive environment for future leaders/managers to explore common workplace biases.

**Virtual Early Riser**



Kim Yarborough

### TUE 07 Neuroleadership 101

This workshop is designed to give you a basic understanding of neuroleadership and how it can be applied to the modern workplace to accomplish today's most challenging tasks

**In-Person Lunch & Learn**



Shelby Schuh

### TUE 12 Navigating Mental Well-Being Post-Covid

Learn the importance of being mindful of mental well-being in others and yourself as a leader.

**Coffee Talk**



Alicia Van Duyen

### WED 19 THU 20 How To Tell Your Story

Review opportunities to tell a story, verbal and non-verbal and create a brand message to help you stand out from the competition.

**Virtual Workshop**



Susan Caplan

## Featured Program Pre-Supervisor Training



## Two Sessions: November 3rd & 17th 9am - 4pm

Standard tuition is \$750 per participant.  
Fee includes light breakfast and full lunch at both sessions.

SLA member organizations are eligible for a discounted rate:

**Presidential Members: \$375**

**Premier Members: \$450**

**Executive Members: \$525**

**Partner Members: \$675**

### Innovation Connector

1208 W White River Blvd  
Muncie, IN 47303

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HEALTH SERVICES



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COMMUNITY  
SCHOOLS



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INNOVATION CONNECTOR



INDIANA SOCIETY of  
ASSOCIATION EXECUTIVES

EXECUTIVE



PARTNER



PROGRAM

