



Elevate Youth California: Staff and Management

April 9, 2026



Disclaimer

- Elevate Youth California (EYC) is a program of the California Department of Health Care Services (DHCS) funded through Proposition 64 California Cannabis Tax Fund, Allocation 3, YEPEITA. Sierra Health Foundation: Center for Health Program Management (The Center) is contracted to support the implementation of EYC. This statewide program provides funding and technical assistance for organizations that are developing or increasing community substance use disorder (SUD) prevention, outreach, and education focused on youth.



Land Acknowledgment

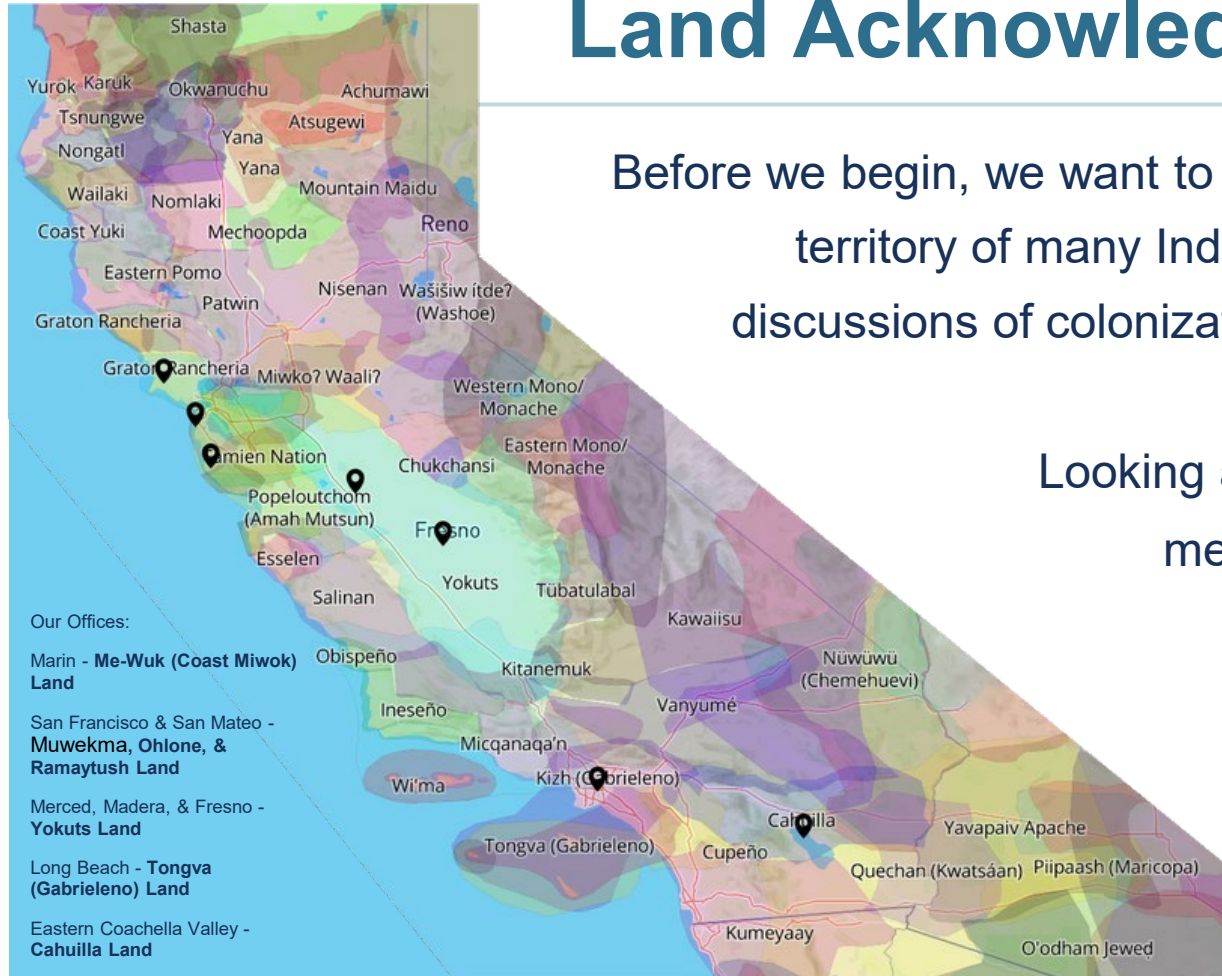
Before we begin, we want to acknowledge that we are on the traditional territory of many Indigenous Nations. Native Land brings about discussions of colonization, land rights, language, and Indigenous history tied to our personal histories.

Looking at the land from an Indigenous perspective means acknowledging that the land is a living being - this understanding both gives us insight into and increases our awareness of how we

treat and interact with the land.

via **Native-Land.ca**

yli.org



In this workshop:

- Participants will practice effective communication strategies and leadership approaches.
- Participants will gain tools for fostering accountability and creating supportive environments that promote growth and engagement.
- Participants will discuss opportunities to enhance support in working environments.



Community Agreements:

- Take care of yourself and your family.
- Embrace the awkwardness.
- Keep an open mind.
- Be present.
- Participate.
- Take space, make space.
- Have fun!





Community Builder



Community Building

In a pair or trio:

- What is one piece of advice you would give to someone to improve their communication skills?





Communication and Leadership Tools



Seven C's of Communication

1. **Clear:** Convey your message in an easy-to-understand manner.
2. **Concise:** Make your message as short and simple as possible.
3. **Concrete:** Use concise and focused language to drive a point home without confusion.



National Society of Leadership and Success [NSLS], 2023.



Seven C's of Communication, continued

4. **Correct:** Grammar, punctuation, and proofreading are key, alongside fact-checking and accuracy of the information being conveyed.
5. **Consideration:** Always keep your audience in mind.
6. **Complete:** Though you should strive for concision, make sure that you provide all of the necessary information so that the receiver has everything they need.
7. **Courteous:** Remember to be respectful, especially when communicating feedback.



National Society of Leadership and Success [NSLS], 2023.



Active Listening

- Ask open-ended questions.
- Request clarification.
- Be attentive.
- Summarize or paraphrase.
- Reflect feelings and be attuned to feelings.
- Ask probing questions.



Active Listening Activity (9 minutes)

- Introduce yourselves.
- Choose who will be Partner A and Partner B. The remaining members will take notes on the interaction between Partner A and B to provide feedback.
- Partner A will talk to Partner B for two minutes about the question: *Why do you think active listening is an important skill for prevention leaders to have*
- After two minutes, Partner B will summarize Partner A's response.
- Next, you will switch, and Partner B will answer the question and Partner A will summarize Partner B's response.
- The remaining partners will provide feedback to Partners A and B.







Tool for Management: Trauma-Informed Principles



Trauma-Informed (TI) Principles

- Safety.
- Transparency.
- Peer support.
- Choice.
- Collaboration.
- Culture, history, and identity.



Substance Abuse and Mental health Services Administration (SAMHSA). *SAMHSA's Concept of Trauma and Guidance for a Trauma-Informed Approach.*

Contextualizing TI Principles For Managers and Youth Development Practitioners

Trauma-Informed Principle	Manager/Supervisor	Youth Development Practitioner
Safety	Schedule regular 1:1s in private. Normalize open conversations that foster belonging.	Ensure physical, emotional, cultural safety during youth meetings.
Transparency	Preview the process before a meeting or conversation.	Preview the process before a meeting or conversation.
Peer Support	Encourage cross-program and office connections.	Encourage peer to peer connection.



Contextualizing TI Principles For Managers and Youth Development Practitioners, Continued

Trauma-Informed Principle	Manager/Supervisor	Youth Development Practitioner
Choice	Provide clear expectations on what's expected to contribute versus what they can opt in to.	Allow participants to engage in the ways they feel most present.
Collaboration	Shape agendas together. Set up regular feedback loops.	Set up regular feedback loops and opportunities for feedback.
Culture, history, and identity	Be mindful of how individuals with lived experience navigate different spaces.	Be mindful of how youth participants with lived experience navigate different spaces.



Breakout Room Discussion (7 mins)

- In small groups, discuss the following prompt:

How can we normalize discussions that may be challenging (e.g., workload, expectations) in the workplace? Is this already taking place? If so, what advice can you offer to the group?





Tools for Management



Clifton Strengths Overview

- The Clifton Strengths questionnaire provides you with your top five strengths and a list of your overall 34 strengths that can be utilized to support managers and staff.
- Managers can be provided with a report of staff's strengths and can receive coaching and training to continue to leverage the team's strengths.



Clifton Strengths Overview, Continued

When employees strongly agree that they trust the leadership of their organization, they are **4X** as likely to be engaged.

Employees who strongly agree that leaders help them see how changes made today will affect their organization in the future are **7.5X** as likely to feel connected to their organizational culture.

When employees strongly agree that the leadership of their organization communicates effectively with the rest of the organization, they are **73%** less likely to feel burned out at work.



True Colors Leadership Assessment

- An assessment design to discover your unique leadership style through a framework of four colors: Green, Blue, Orange, and Gold.
- This framework supports staff and youth in gaining a deeper understanding of their leadership styles to discover different ways and techniques to work with each other.



A Culture of Accountability Includes Managers who:

- Provide clear expectations and hold individuals accountable for performance through conversations and touchpoints.
- Check “in” and “up” with their reports.
- Hold themselves accountable and admit to their own mistakes.
- Make informed decisions for the good of the team and organization.
- Set expectations collaboratively.



Incorporate Coaching, Not Just Management

- Spend more time listening and asking great questions.
 - Listen to individualize.
- Lead through collaboration.
 - Be intentional about developing a team member.
- Care about the “whole person” inside and outside of work.
 - Orchestrate the right resources to develop team members’ skills and knowledge.
 - Explore professional development opportunities.



Sample Practice Question Activity

- In breakout rooms, choose one question below to answer. The aim is to practice having supportive conversations.

Questions

- What do you enjoy the most about your work?
- In what areas do you struggle?
- What kind of person do you work best with?
- In the past 12 months, what accomplishments are you most proud of
- What do you want to accomplish in the next six months?



Evaluation

- Please take a moment to fill out an evaluation form.



Closing

- Share one word in the chat that captures your experience in this workshop today.



Questions?





Thank You!

