



Being a Leader for Your Team and Organization

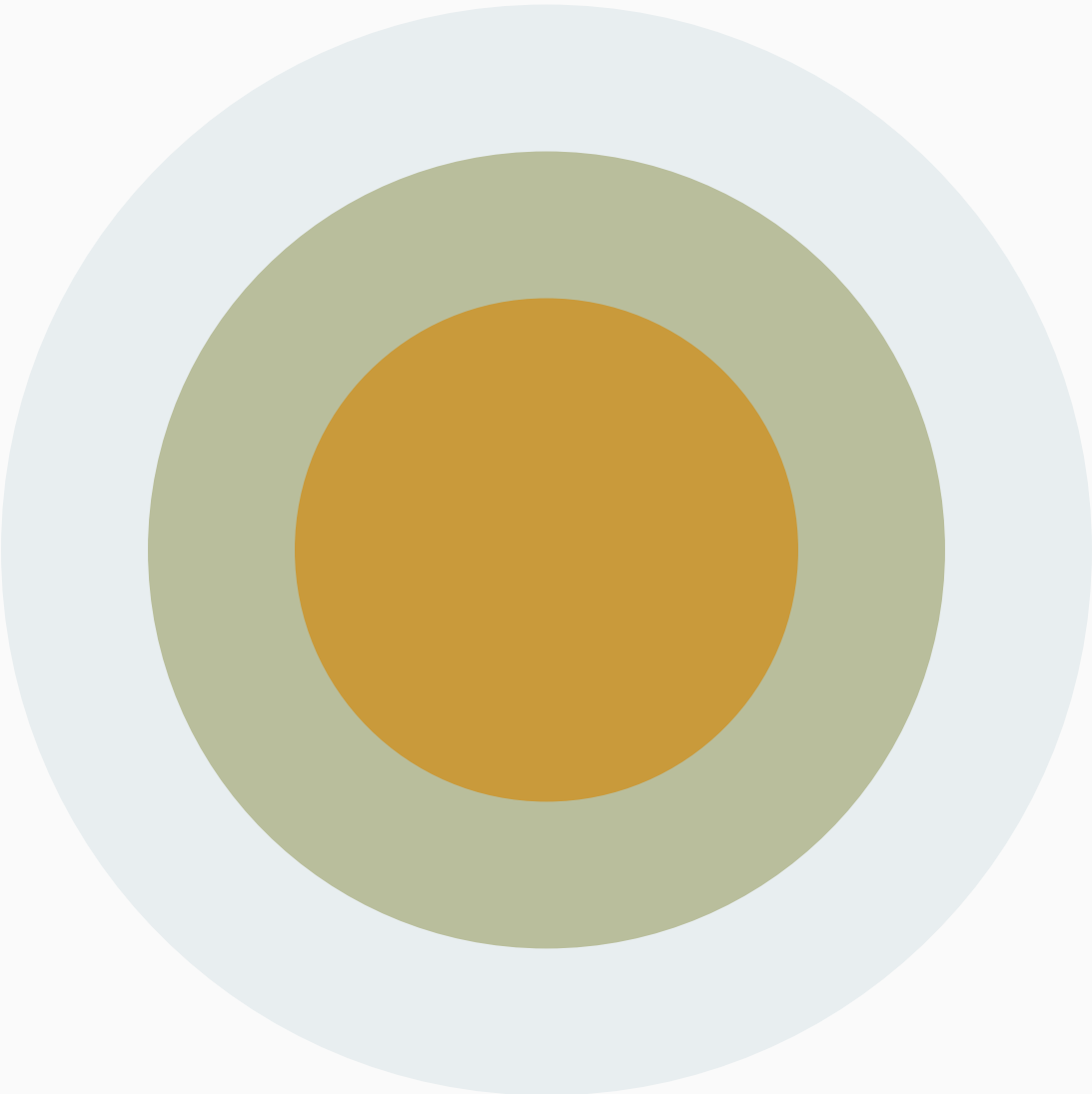


Session 2 • OneJustice Executive Fellowship
2026–2027

Friday, September 18, 2026 • 9:30 AM – 3:30 PM
Pacific • Virtual (Zoom)



Grounding Moment



Welcome Back, Fellows



Today is about the people side of leadership: knowing what you bring as a leader, and then building the skills to lead the people who work alongside you.

MORNING — SELF-EXPLORATION

A guided reflection on identity as a leadership asset — knowing yourself before you lead others.

AFTERNOON — LEADING YOUR TEAM

An extended, hands-on supervision workshop: expectations, listening, and feedback, in two parts.

Learning Objectives



MORNING — SELF-EXPLORATION

- Recognize how your own identity — background, perspective, and lived experience — shows up as a genuine strength in your leadership
- Practice articulating a specific, concrete moment of leadership strength rooted in your own background
- Consider your own identity alongside your team's collective identity, and what that mix means for how you lead

AFTERNOON — LEADING YOUR TEAM

- Define what a great supervisory partnership looks like, and the values that guide it
- Practice engaged listening and inquiry skills
- Understand how the performance management “ecosystem” shapes supervision relationships
- Practice giving supportive and corrective feedback, and recognize how identity and workplace norms shape whose feedback lands as fair

Today's Agenda

9:30 Welcome & Framing

9:45 Session 1 Recap & Live Feedback

10:05 Self-Exploration: Identity as Leadership Strength

11:15 Lunch

12:30 Transition & Framing: Leading Your Team

12:45 Leading Your Team: Supervision Workshop — Pt 1

1:55 Break

2:10 Leading Your Team: Supervision Workshop — Pt 2

3:20 Synthesis & Closing

Session 1 Recap & Live Feedback



A quick memory jog on Session 1 (OneJustice Fellowship overview, high-performing leader strategies, CliftonStrengths, sustainable leadership), then a live pulse-check before we dive into today.

Quick Recap
(5 min)

Live Poll (5–7
min)

Open Share
(5–8 min)



BLOCK 1 · 9:45 – 11:15

Knowing Yourself as a Leader

Self-Exploration: Identity as Leadership Strength



10:00 – 11:15 (75 min)

PERSPECTIVE

What do you notice —
because of who you are
— that other leaders in
the room might miss?

TRUST & CONNECTION

Who trusts you, and why,
because of who you are?

RESILIENCE

What has your
background already
taught you to navigate
that shows up as
leadership capacity now?

Self-Exploration, continued: Triad Share

BEFORE YOU BEGIN What's shared in your triad stays in your triad. Listen, absorb, and support what you hear — be mindful of not giving advice unless it is asked for.

A

- What leadership capability(ies) emerged from the reflection exercise?

B

- How might you lean into it? Be specific.

Choose Your Breakout Room

Room 1: Mona, Lela

Room 2: Anastasia, Rebecca

Room 3: Kimberly JM, Tamiko, Benita

Room 4: Caleb, Hillary

Room 5: Sabyl, Coryelle

Room 6: Jacque, Cristian

Choose Your Breakout Room

Room 7: Kim H, Kate, Emily

Room 8: Steph B., Gracia, Steph C.

Room 9: Leann, Veronica

Room 10: Stephen, Peyman

Room 11: Emily, Tina, Ronnette

Room 12: Lena, Doug

Authenticity as Leadership Choice

How we decide what to bring forward, adapt, or keep private

20 MINUTES

Choice • Context • Impact



A working definition of authenticity

SELF-EXPLORATION | IDENTITY AS
LEADERSHIP STRENGTH



Intentional alignment, not unlimited disclosure



You choose the level and type of sharing that serves you, your role, and your team. 11

Reflect privately, then discuss

SELF-EXPLORATION | IDENTITY AS
LEADERSHIP STRENGTH



Bring forward

What part of how you naturally show up helps your team trust, understand, or work with you?

Adapt to context

What do you sometimes dial up or dial down?
What informs that choice?

Keep private

What boundary helps you lead sustainably or safely? No explanation is required.

Your reflection can focus on behavior, style, values, experience, or identity. You decide the depth.

Authenticity: Debrief

SELF-EXPLORATION | IDENTITY AS
LEADERSHIP STRENGTH



AUTHORITY

How much
uncertainty or
vulnerability to show

BOUNDARIES

What belongs to me
versus the role

BELONGING

Where it feels safe to
be fully seen

IMPACT

What the team needs
in this moment

Authenticity is not a performance. It is a practice of intentional choice and liberation.

LUNCH

11:15 AM – 12:30 PM

BLOCK 2 · 12:30 – 3:20

Leading Your Team



Thank You!

Today's Throughline & What's Next

THROUGHLINE: Leading well starts with knowing yourself — and shows up in how honestly and clearly you connect with the people you lead.

NEXT SESSION: Session 3, Nonprofit Governance — October 15, 2026, 9:30 AM–12:30 PM Pacific. Please complete the Session 2 evaluation before you go!