

Leadership Domain – Group Discussion Prompts

Group discussion of each of the domains in the ESTA will assist organizations to further examine the domain. *During discussion, consider potential actions that may be undertaken to make further progress in the transformation process.*

- Strong and effective leadership is essential to the success of any transformation/change process. Provide examples of the characteristics of strong/effective leadership in your agency, why these qualities are important and how Leadership has used these characteristics to take actions with transformation.
- Agency Leadership is responsible for communicating and facilitating the agency-wide response to a culture change toward employment and community integration. How is Leadership driving the agency's response to these challenges in a way that aligns with the current Mission, Vision, and Values?
- Describe the steps that the agency has taken towards transformation, both in terms of creating new opportunities as well as in discontinuing certain services and supports and how Leadership has brought about these changes (e.g. process used, leadership style, etc.).
- Describe the challenges that the Agency Leadership is facing and potential ways to overcome these challenges.