

# Why ELI?

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PERSPECTIVES FROM A WV TRIO & MEAEOPP EMERGING LEADER

LONDON SOUTHERLY, COUNSELOR II, WEST VIRGINIA UNIVERSITY UPWARD BOUND



What characterizes a "good" or "healthy" organization/institution/business/company?

# McKinsey & Company's Organizational Health Index

Exhibit 1

**The organizational-health index tracks nine dimensions of organizational health, along with their related management practices.**

In all, the index covers 37 related management practices. Here are selected examples of practices for 3 of the dimensions.



# Hallmarks of a Healthy Organization

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Leadership

Learning Culture

Job Quality

HR Practices

Takeaway #1:

Good Organizations Value Leadership,  
Learning, and Professional Development.

A Good Leader is...

# A Good Leader is...

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Self-Aware

Ready for Challenge ("Growth and comfort do not coexist.")

Willing to Serve

Committed to Learning

Are Leaders Born or Made?



## Takeaway #2:

Accomplished Professionals Value Learning and Take Advantage of Opportunities. These Opportunities Develop Accomplished Professionals Into Leaders.

Summary:

Good Organizations Offer Opportunities and  
Accomplished Professionals Take Advantage of  
Them.

# What does this look like in TRIO?

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National Association-Council for Opportunity in Education (COE)

Regional Association-Mid-Eastern Association of Educational Opportunity Program Personnel (MEAEOPP)-DE, DC, MD, PA, VA, WV

State Association-WV TRIO

Institution

Individual Programs

Leadership is Needed at Every Level of Successful Organizations (Global Human Capital Trends 2014 Survey-Deloitte University Press)

Why is Leadership in TRIO so important?

# What Opportunities Exist in TRIO?

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State and Regional Committees

State and Regional Offices/Executive Board

TRIO Advocacy

State and Regional Conferences

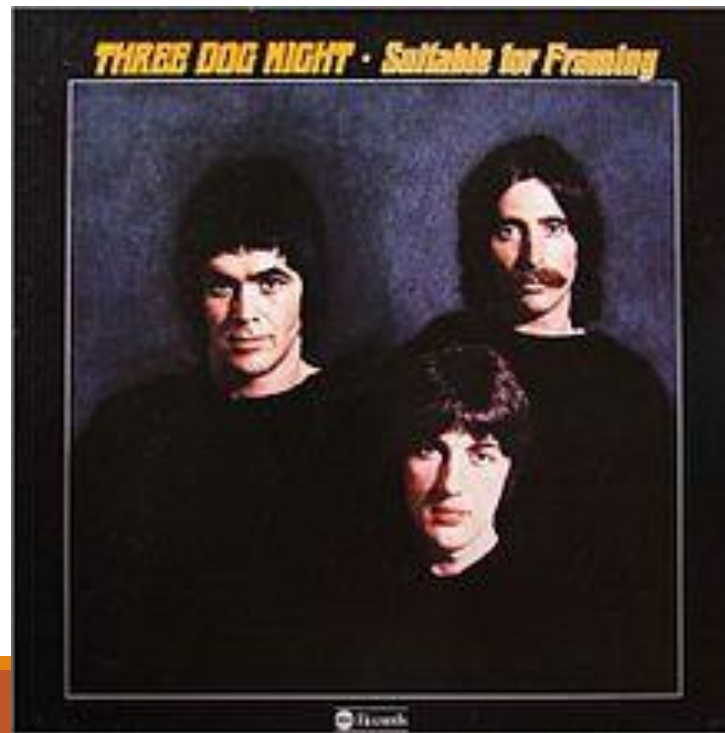
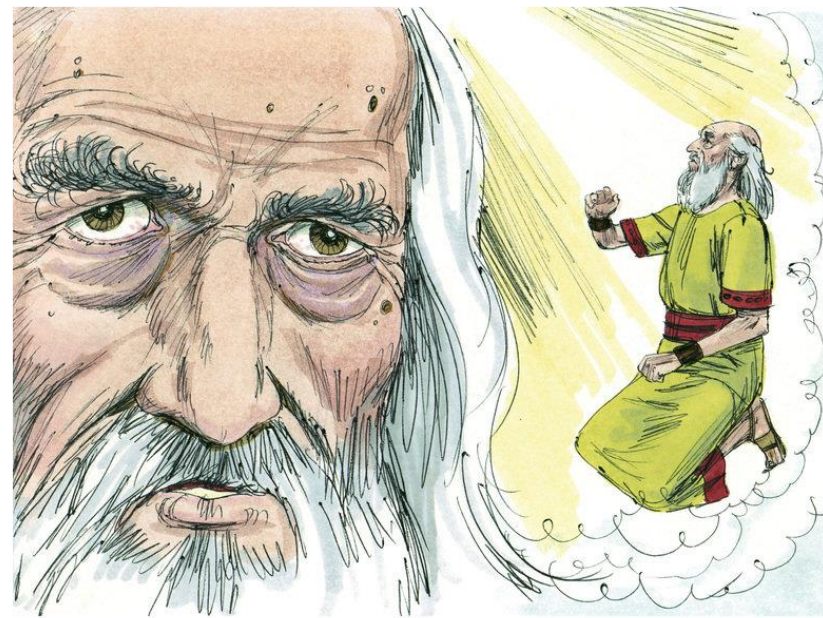
Opportunities at Individual Institutions

Working with Students Everyday

State and Regional ELI

Others?

What (Who) is ELI?



# Emerging Leaders Institute (ELI)

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## WV TRIO

- Specific conference sessions tailored to ELIs
- Networking opportunities within state association
- Opportunity to present at Student Leadership Conference and WV TRIO Conference
- Opportunities to run for office (executive board) and join committees

## MEAEOPP

- Pre-conference sessions tailored to ELIs and taught by experienced TRIO professionals
- MEAEOPP conference registration and pre-conference hotel and meals paid for
- Networking opportunities within regional association, including with other ELIs and experienced TRIO professionals
- Fundraising opportunities at MEAEOPP conference (Fun Walk)
- Opportunities to join committees and eventually run for office
- Knowledge of state, regional, and national organizations
- Inspiration!

# What I Learned/Gained from ELI

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Policies, Constitutions, Procedures of State and Regional Associations

How to Conduct Association Meetings, How Board Meetings Work

Tips for TRIO Advocacy, Updates from COE

Leadership Styles/Types and How to Be an Effective Leader

My Leadership Strengths

How to Leverage Technology and Social Media to enhance programs, increase advocacy, and engage alumni

Contacts to other TRIO professionals across the state and region

New friends, encouragement, validation, inspiration



# How to Join ELI Class of 2017

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Talk to me after this presentation for more information.

Talk to your supervisor to get his/her support.

Complete application when it's released in  
December/January (will be sent to state association via  
listserv).

# ELI Video

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<https://www.youtube.com/watch?v=COB8qrOsGHE&feature=youtu.be>

# Questions?

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