

What is the LAMM?

The Leadership Academy for Middle Managers is a national leadership development academy for middle managers in public, tribal and privatized child welfare systems. Based on the NCWWI leadership model, LAMM is a culturally responsive learning program for experienced state and tribal child welfare mid-level managers. Its goal is to enhance the ability of middle managers to apply leadership skills for implementation of sustainable systems change to improve outcomes for children, youth and families.

What are the benefits of the LAMM?

The LAMM increases the effectiveness of child welfare agencies by enabling managers to address persistent complex challenges requiring adaptive, distributive, and inclusive leadership. It offers managers the latest research and new directions for child welfare practice, leadership, workforce development, succession planning and management from academic, private, and nonprofit sectors.

What will the NCWWI LAMM provide?

- An effective, competency based leadership training using proven curriculum taught by expert trainers in child welfare.
- Consultation and training on implementing the training.
- Preparation coaching for all participants.
- Event planner to work with agency staff and support logistics.
- 3 full residential days of training (breakfast and lunch included) and ongoing support through blended learning methods.
- Individual and small group post coaching to support leadership development and successful implementation of change initiative.
- Access to the latest leadership and workforce development resources.

What are the responsibilities of the agency partners?

- High level commitment and support for implementation of the LAMM and participant change initiatives.
- Project lead and other necessary staff with the responsibility and authority to coordinate, publicize and implement LAMM collaboratively with the NCWWI LAMM team.
- Participant selection.
- Site location and training rooms.
- Travel and hotel reimbursement for participants (if needed).

