

But We Are Like a  
Family Here

**Sexual Assault Prevention and**

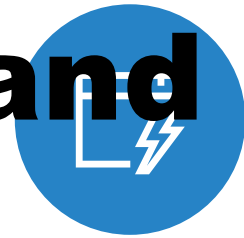
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Director, SAPEC

# Journey

## University of Kansas Sexual Assault Prevention and Education Center



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MOTIVATION TEAM CULTURE COUNSELING PRIORITIZE  
LEADERSHIP FAMILY TRUST CONSEQUENCE LEADER

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Family  
Sexual Assault Prevention and  
vs  
Education Center  
Team  
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**How do we know**  
**Assault Prevention and**  
**when our**  
**Education Center**  
**leadership has**  
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**been successful?**  
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Voluntary Action is a key indicator  
**Sexual Assault Prevention and**  
of organizational success.

## **Education Center**

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- people do the right thing at the right time
- they understand what needs to be done
- they believe they are the right things to do
- they take the necessary action w/o being instructed

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What unhealthy  
generational  
patterns need to  
be broken?

Custom - things remain until they  
become the way they are

Culture - the way things are

Climate - how you feel about the way  
things are

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Hire who you have the  
time to lead

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or

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Spend time you don't have

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blaming your staff

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Developer vs Maximizer

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Leading Change  
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Everything sucks now what?

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Culture of Trust

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Choosing to risk making something you value vulnerable to another person's actions

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CARE

SINCERITY

RELIABILITY

COMPETENCY

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The assessment that you balance the other person's & your own interest in mind when you make decisions

The assessment that you are honest & act with integrity

The assessment that you fulfill the commitments you make

The assessment that you have the ability to do what you are doing or choose to do

# Healthy Leadership Practices



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INTENTIONAL

COMMUNICATE

CUSTOMIZE

CARE

REFLECTION

You be awkward first.

Help me to understand.

How do they like to receive feedback?

Trust me, I formed a response.

Is it helpful or hurtful?

Consistent: do what you say/say what you do

Open ended questions

What do they want from a supervisor?

Not a competition

Boundaries

Be visible

Follow up

Set individual expectations

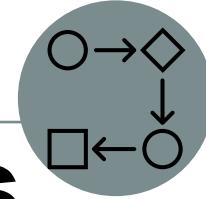
Advocate

Collaboration

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# Counsel and Consequence



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### CLEAR AND DIRECT

### GROWTH

### PROCESS

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- Address actual gap in performance NOT a gap in their desired performance
- Describe the problem
- Describe the history of the problem
- Describe what the staff has agreed to do that they have not done

- Thank the staff for providing feedback
- Positive reinforcement/naming improvements
- Provide training needed to address the gaps
- Regular performance reviews

- Consistent & Fair
- Timely
- Private (do not bring up the staff against the problem not against each other)
- Documented & Progressive
- Follow-up

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Sexual Assault Prevention and  
Self-Care at Leadership  
Center  
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C.A.V.E Dwellers

Intentional Monitoring

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Policy and Procedures

Role Model Self-Care

**THANK YOU**

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