



**LEADERSHIP
SNOHOMISH
COUNTY™**

**ENGAGED LEADERS
CONNECTED COMMUNITIES**

Civic · Service · Transformational Leadership

COMMUNITY SUPPORT

How can you support this Community?



Sponsorship



Scholarship



Program
Participation

PROGRAM SCHOLARSHIPS

Awarded \$42,000 in the last 3 years

Deborah Knutson Women's Leadership Fund
Ted Wenta Memorial Scholarship
Veteran Scholarship
Refugee/Immigrant
Pay It Forward
Shawn O'Donnell's First Responder

PREVIOUS PARTNERS

Premera Blue Cross
Tulalip Resort Casino
Sno-Isle Libraries
Everett Community College
Verdant Health
CityU of Seattle
The Boeing Company

Everett Community College
Providence Regional Medical Center
The Everett Clinic
The Boys and Girls Club of Snohomish County
United Way of Snohomish County
Edmonds Community College
Kaiser Permanente



Leadership Snohomish County connects, ignites and develops sustainable leaders to strengthen our communities.

During the Last Two Decades in Snohomish County:

2,000+ 
NOMINATIONS

261 
COMMUNITY IMPACT PROJECTS

OVER **31,000** HOURS OF VOLUNTEERING

EQUAL TO **\$800 THOUSAND** INVESTED BACK INTO THE COMMUNITY

 **130+**
PARTICIPATING EMPLOYERS
IN ALL SECTORS

 **800+**
GRADUATES

 **Abbie Hegland - Alumni Class 2019**, The Boeing Company

“Leadership Snohomish County was the ultimate learning experience. It literally opened so many new doors/thoughts/ideas and satisfied my yearning for learning. It left me wanting to keep digging deeper in areas we were able to just start getting into. It also opened my eyes to different leadership styles and how there is room for everyone to lead and make an impact. I wish there was a second year option!”

LSC PROGRAMS

What We are Passionate About

SIGNATURE PROGRAM & YOUNG PROFESSIONALS

Leadership skills woven into experiential curriculum with local experts:

- ▶ Time management for greatest impact
- ▶ Critical conversations
- ▶ Managing a team
- ▶ Setting boundaries
- ▶ Developing visionary leadership skills
- ▶ Project management

“Leadership Snohomish County serves to awaken people to the realities of need in our community, as well as the inner workings of how things get done -- whether it is within government, in the non-profit world, or through volunteerism and coalition-building”

— **LSC Alumni**

SIGNATURE PROGRAM DIVES DEEPER

- ▶ LSC connects local leaders to break down the walls between government, private and public sectors providing greater impact with their work and a deeper understanding of the community in which they work and live.
- ▶ The Positive Leadership Curriculum is a foundation to our program and works closely with Strengths 2.0. The strengths based focus is used from day one to foster team building and individual management skills.

Civic, Service, & Transformational Leadership

The **only customized leadership program**
for **Snohomish County**.

SIGNATURE

2 Day Retreat in
September

8 Education Days
Racial Equity Day

Impact Project

Graduation Event

Continued Alumni
Events

YOUNG PROFESSIONALS

Kick-off Day in October

7 meetings, Racial Equity
Day & Skills Day in January

Impact Project

Graduation Event

Continued Alumni
Events



Larry Cluphf - Alumni Class 2019, Executive Director,
Business Training Center Washington Aerospace Training

“What I like about LSC is that it is based in and specific to Snohomish County. LSC provided the opportunity for self-reflection as we were exposed and educated on cultures and organizations. The people we met are passionate and want to make a positive contribution to their community. Who wouldn’t want to be a part of that?”

EQUITY

Leadership Snohomish County launched its first Leadership for Racial Equity Cohort to build and strengthen the capacity of multisector leaders to work towards real, transformational and sustainable systemic change within their respective organizations/institutions.

This 5-month certification program is co-designed by Racial Equity expert Bernardo Ruiz, Co-Founder and Principal Consultant of the Racing to Equity Consulting Group and Tami Farber, Senior Director Equity Training and Development of Leadership Snohomish County.

Tami Farber
Leadership Snohomish County



Bernardo Ruiz
Racing to Equity Consulting Group

- ▶ Deepening participants' awareness and of their own racial identity and its influence on their leadership practice and decision-making process
- ▶ Re-imagining your organization to advance racial equity
- ▶ Critical Race Theory – understanding the foundation for developing a deep racial equity analysis
- ▶ Learning from our History
- ▶ Dismantling Systems of Oppression
- ▶ Intersectionality Normalizing, Organizing and Operationalizing Racial Equity within our Organizations
- ▶ Racial Equity Analysis and Organizational Assessments
- ▶ Adaptive Leadership for Racial Equity
- ▶ Developing/Identifying our Leadership for Racial Equity's WHY
- ▶ Organizational Change practices and Leadership Mapping



Ryan Crowther, Leadership Snohomish County Board President, Alumni Class of 2016, Puget PR

“For me, this has already changed how I challenge my decision-making and actions as a leader and how I view others in leadership positions. But it’s the way it has changed how I view the world and the ecosystem of our community that I value the most. And this racial equity cohort is really just the beginning of the work. And it wouldn’t happen without it.”

CUSTOMIZED EQUITY TRAINING THROUGH LSC

INTERGROUP DIALOGUE FOCUSING ON:

OUR MISSION is to support a broad body of clients in co-creating and co-designing a comprehensive approach to implement transformational change strategies to create sustainable socially just outcomes for each and every person.

- ▶ **AWARENESS**
invites participants to examine their experience with difference as it relates to their values, attitudes, biases, beliefs, privileges, stereotypes and other critical areas.
- ▶ **KNOWLEDGE**
increases participants' understanding of diverse groups including group values, beliefs, communications styles, perspectives and experiences of oppression and privilege.
- ▶ **SKILLS**
teaches participants strategies for effectively communicating and working across cultures by utilizing their awareness of self, knowledge of others and practicing new ways of being.
- ▶ **ACTION/ADVOCACY**
helps participants explore ways to take action in their workplace and communities to promote and institutionalize a culture of respect, inclusivity, and equity.

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STRATEGIES WE FOLLOW:

These four areas are based on the work of clinical psychologists Derald and David Sue.

- ▶ **1. POLICY & RESEARCH**
Working with community groups, school districts, governing institutions and national organizations to develop policies that systemically advance equity/racial equity.
- ▶ **2. TALKING ABOUT RACE EQUITY & INCLUSION**
Developing and sharing tools to facilitate focused conversations to shift the dominant narrative.
- ▶ **3. CAPACITY BUILDING**
Building leadership capacity through multi-racial coalition building, convening, leadership/professional development, and trainings that are engaging, interactive and adult learning focused.
- ▶ **4. INSTITUTIONAL CHANGE**
Developing and implement institutional change and sustainable strategies to operationalize structural equity.

IMPACT PROJECTS & PARTNERS

130+ EMPLOYERS

in all sectors have participated in LSC since 1996 with **261**
COMMUNITY IMPACT PROJECTS.

EXAMPLES OF PROJECTS FROM 2019

- ▶ Increased environmental awareness & green business practices for City of Mukilteo
- ▶ Identified methods and tactics used to engage Childstrive's constituents through a phased approach, including best practices and identifying challenges with engagement efforts.
- ▶ Focus group project to develop a recruitment & mentoring strategy for Girl Scouts of Western Washington
- ▶ Working with Leadership Launch in pursuing grant opportunities and fundraising

 **Mayor Barb Tolbert**, City of Arlington

"I am delighted with the community service project delivered by recent Leadership Snohomish County graduates. Thank you for giving the City of Arlington and the north county human services providers this wonderful resource! The completed service directory is easy to use and maintains two important differentiators from other directories: it's provider focused, and north county focused. I know from Arlington's work with our Law Enforcement Embedded Social Worker program that getting usable data to busy service providers for local resources is critically important."



“Participation in Leadership Snohomish County was a great reminder to me that opportunities to show leadership are available at every level throughout my day. Additionally, becoming a solid leader is a journey, not a destination. It takes practice.”

— **Susan Ramstead - 2018 Alumni,**
Premera Blue Cross

WHY PARTNER WITH LSC?



Our connections and networks connect with organizations all over Snohomish County



Over **3,000** attendees at our events over the last **3 years**



Demonstrated commitment to leadership and organizational development

WHAT DOES PARTNERING WITH LSC DO FOR MY ORGANIZATION?



Community Building & Civic Engagement



Access to Online Equity Toolkit for work place training



Designation as a Respected Thought Leader

HOW DO WE SHOW UP WITH LSC IN THE COMMUNITY?



Avianca Walker, Associate Director of Advising & Orientation,
Everett Community College

“Leadership Snohomish County has broadened my understanding of this community and my place in it. The opportunity to connect with people, all willing to lift where they stand in an effort to make Snohomish County a better place has been invaluable.”

STEP UP

MOVING RACIAL EQUITY FORWARD

• 1,736 ATTENDEES LAST 3 YEARS •

STEP UP has become an integral day for LSC to continue to build capacity of our leaders and communities and support change across all sectors as we work towards undoing structural racism in Snohomish County and surrounding areas.



LEADERSHIP DAY

Celebrating Leaders in Snohomish County

• 700 ATTENDEES LAST 3 YEARS •

Celebrating the commemoration of Leadership Day as a non-partisan platform uniting 23 cities, ports and tribes in our county. This is our biggest annual award and fundraising event.

LSC 2018

Community Partner Award

LSC 2018

Distinguished Alumni Award

NWIRC

Mentoring Leadership Award

Deborah Knutson

Women in Leadership Award

ALUMNI EVENTS

Signature & YP Kickoff

Lunch with a Leader

Program Graduations

Education Day Sponsors

And other networking opportunities

CORE VALUES

Be of Service

Steward the Community

Act with Integrity

Embrace Great Thinking

Share Your Passion

Practice Collaboration



KATHY COFFEY

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