



Developing APS Leaders in Texas

Michael S. Roberts & Kez Wold
Texas Department of Family and
Protective Services

Workshop Description

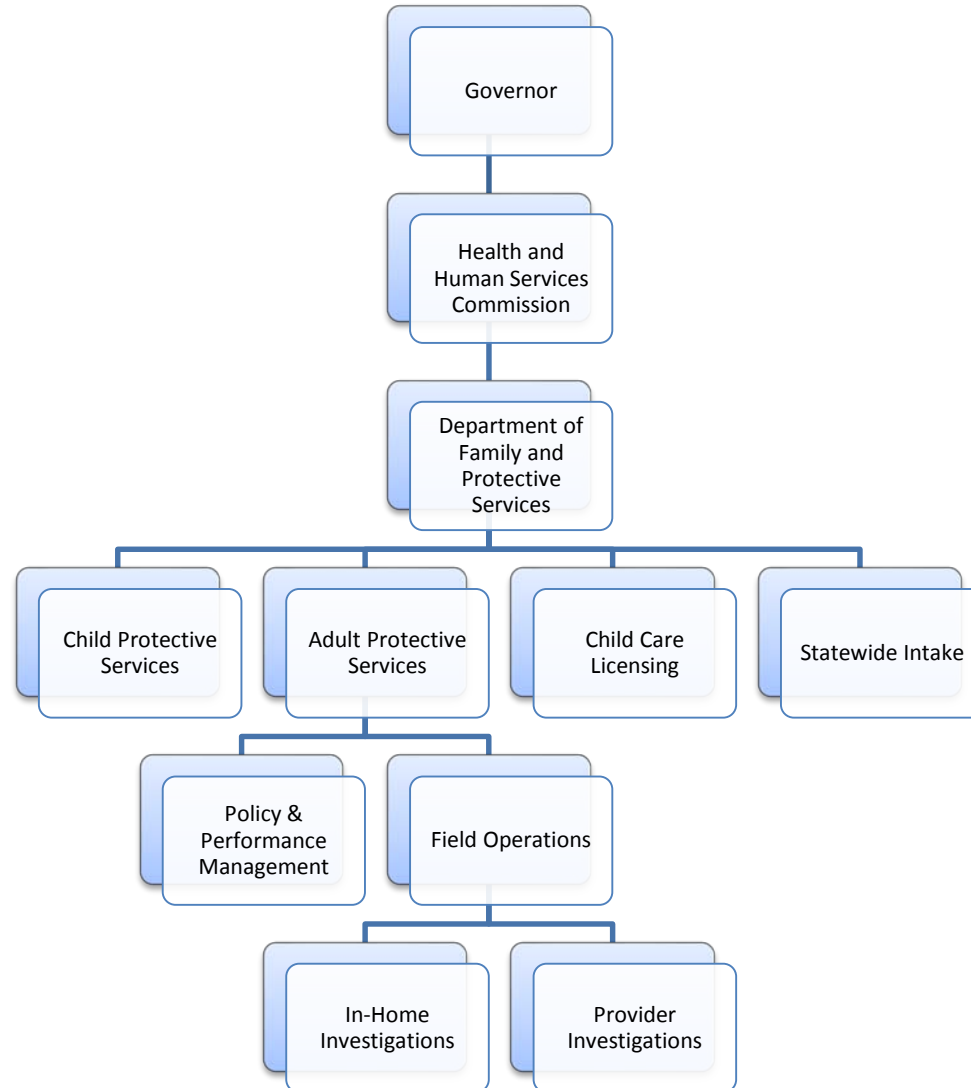
It isn't just APS clients who are aging. Baby boomers are retiring, and that means many APS administrators will retire in the near future. Developing leaders is essential for the continued advancement of the field of adult protection. This workshop describes the programs and processes Texas APS uses to cultivate the next generation of APS leaders.

Why did you choose this
workshop?

Why is developing leaders essential for the continued advancement of adult protection?



How Is APS Organized in Texas?



Governor's Center for Management Development

- Operated through the LBJ School of Public Affairs at the University of Texas.
- Mission is “to improve organizational effectiveness through the development of leaders and organizations.”
- Several course tracks, including:
 - Management Development Program
 - Excellence in Leadership Series
 - Organizational Development Series
 - Senior Management Program
 - Governor's Executive Development Program

Health and Human Services Commission

- Executive Leadership Academy
- Aspiring Leaders Academy
- Outstanding Contributor Program

Department of Family and Protective Services

- Leadership for Advanced Management Team
- Intensive Training Forums



Texas APS Program

Training:

- Beginning APS supervisor training
- Leadership track at annual conference
- Leadership day at annual supervisor meeting

Development:

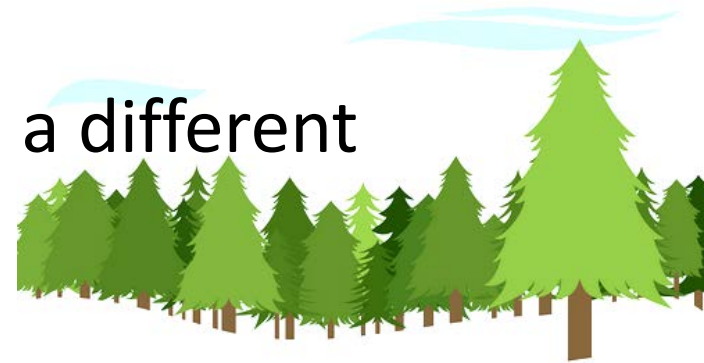
- Sit-Alongs
- Standing committees
- Workgroups

Texas APS Field Operations

- Acting manager responsibilities
- Special projects
- Leadership library
- Outside training
- Regional conferences

Challenges

- Lack of coordination on leadership development
- Fair hiring practices vs. succession planning
- Are we hiring future supervisors when we hire today's caseworkers?
- The best caseworker isn't necessarily the best candidate for a supervisory job.
- It takes a long time to become a rural supervisor.
- Seeing the forest and the trees
- Current leadership team is from a different generation.



What does your APS jurisdiction
do to develop leaders?

When you get back to your office,
what are you going to do develop
leaders?

Thank you!

Michael S. Roberts

(512) 438-3182

michael.roberts@dfps.state.tx.us

Kez Wold

(512) 438-3580

kezeli.wold@dfps.state.tx.us

