



# HOUSE OF HOPE CASE STUDY

## USING DATA TO UNLOCK POTENTIAL

### The Challenge

House of Hope required a leadership enhancement program to advance the abilities of its management team. The program aimed to nurture leaders who could promote a supportive and high-morale work environment for a team engaged in social services.

### The Solution

House of Hope engaged in a robust leadership development initiative, comprising retreats, specialized training sessions, and individualized coaching, to fortify the skills and ethical grounding of their management team.

**Results:** Current Project

### Specific Actions/Strategies:

- **Leadership Retreats:** Two half-day retreats focused on team-building and leadership fundamentals for eight managers.
- **Bi-Monthly Training:** Held in-service sessions twice a month for six months to offer ongoing training and coaching for leadership development.
- **Executive Coaching:** Provided monthly one-on-one executive coaching to fine-tune managerial skills and reinforce a culture of ethical professionalism.
- **Staff Morale Evaluation:** Conducted a comprehensive assessment of staff morale, leading to strategic recommendations to foster a positive work environment. This included a focus group and survey.
- **DiSC Assessments:** Administered DiSC Manager assessments to help managers understand their leadership styles and improve team dynamics.
- **Dedicated HR Sessions:** Facilitated monthly sessions with the Director of Human Resources to align human resources practices with leadership strategies.
- **Progress Reporting:** Delivered detailed reports to track the outcomes and impact of the development initiatives.