



2024 PARN RESEARCH CAMP WORKSHOP SERIES.

THE SEVEN STEPS OF LEADERSHIP

PARN Research Camp: October 16, 2024

Presented by: Pamela Cushing, Jennifer Shields, & Jason Clinker.

What is this workshop about?

This workshop was a guide for lived-experience experts with intellectual or developmental disability on how they can take leadership roles. The underlying approach, “Integrated Co-Learning”, was created for Disability Studies courses at Western University (King’s) by Pamela Cushing, Jennifer Shields, & Mel Quevillon in 2017.

Why is this workshop important?

It is becoming more common for lived experience experts with intellectual/developmental disabilities to be asked to undertake leadership positions such as committees and boards. They are not however, always given enough training or support to be effective. This approach creates that support. The steps include how to ask for and listen to the ideas of others and how to report that back to a committee.

In this learning model, lived experience experts are not expected to do the work alone: each of them is paired with a work partner who provides support by carefully re-wording and interpreting the general lessons in a way that is meaningful to them.

Like PARN, **The Seven Steps** workshop aligned with the PARN idea that research skills help to ground disabled people’s leadership advocacy work.

How did they do the workshop at PARN?

At the PARN research Camp, Pamela and Jennifer explained to us that “**The Seven Steps of Leadership**” framework is both a:

a) Roadmap: Of distinct steps or pieces of work that many leaders do.

b) Tool: For partners to work through each step of the process to build their leadership skills and confidence.

Pamela and Jennifer started with the concrete story of one self-advocate’s preparation for committee work, so that we all had a specific example to apply the ideas to.

Going from a concrete example to general concepts is called ‘induction’ and makes learning more accessible for all.

Another thing they did was ‘chunking’ the lesson into bite-sized segments: sharing part of Luca’s story and then giving workshop participants the chance to discuss a key question or step that a leader has to ask, so that we could all ask questions and understand things before moving onto the next step.

You can learn more about this workshop by contacting:

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