

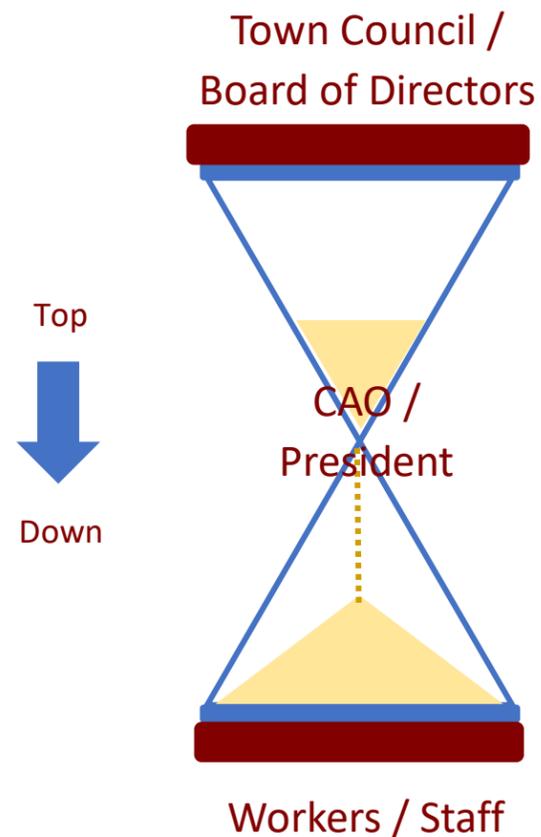
Disability Leadership in Atlantic Canada

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Infographic - 2 - Task Directionality

1 - Problem

Nonprofit leadership draws heavily from the *for profit* sector and/or generalizes from large nonprofits such as hospital and educational foundations where the management style is largely top down as shown below.



2 - Questions

How does this leadership characterization mesh with smaller nonprofits?

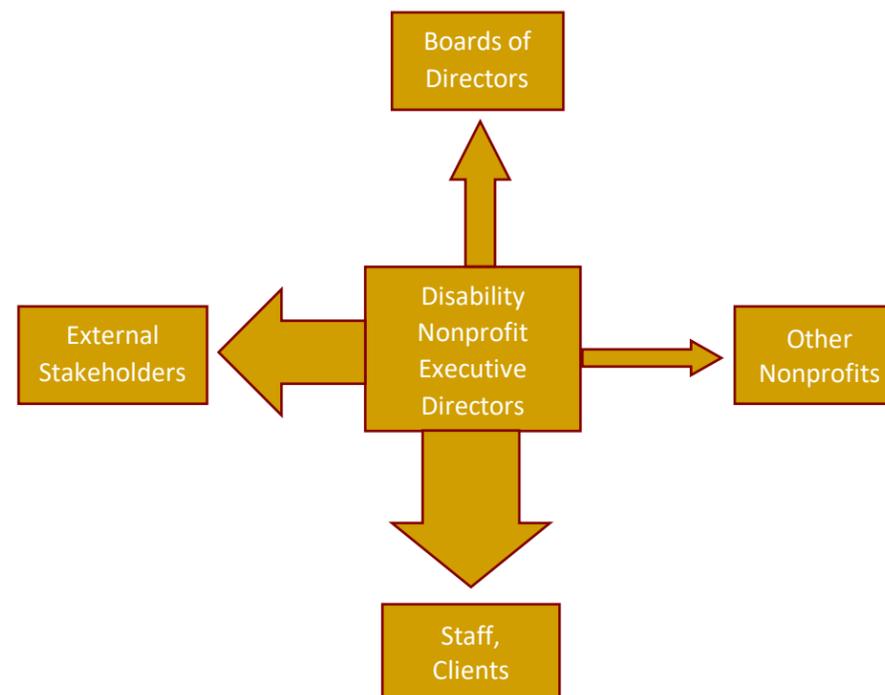
- especially those found in economically challenged areas such as Atlantic Canada;
- especially those that serve vulnerable populations such as persons with disabilities;
- when compared to government disability program managers.

3a - What we found -

Disability Nonprofit Executive Directors

n = 42 interviews

- leadership is multidirectional
- vast majority of time spent on staff/client issues and second, with external stakeholders

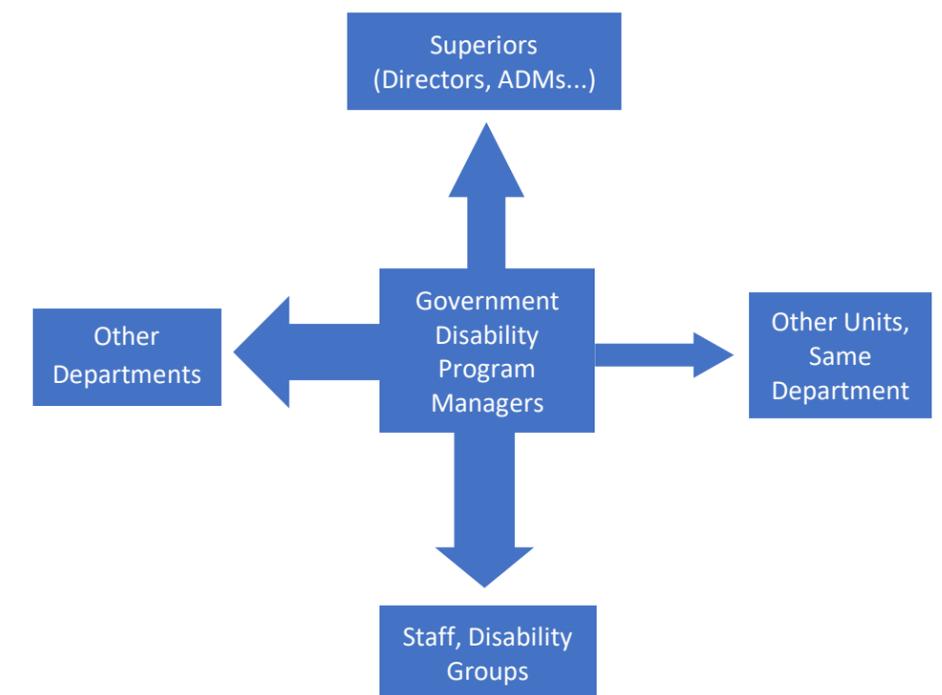


3b - What we found -

Government Disability Program Managers

n = 16 interviews

- leadership is multidirectional
- while client groups remain important, significant emphasis on building relationships with other departments and superiors



4 - Significance

- Disability leadership in Atlantic Canada is multidirectional, not top down.
- Combined with differences in skill sets related to management and capacity (see Infographic 1), disability nonprofit Executive Directors and government disability program managers are not “talking the same language”.
- This reflects their operational contexts.
- Moving forward:
 - Given the need for multidirectional leadership, how do we develop future disability leaders?
 - How do we create opportunities for learning between the non-profit and government sectors to improve policy implementation and services provision? (skills transference)
 - How does our multidirectional leadership model apply to other nonprofit groups (and in other regions)?