

Leadership and Technology Management (LTM) The Strategic Management of Technology in a Consumer-Driven Environment

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1 Introduction

The CENTER ON DISABILITIES at California State University, Northridge (CSUN) has designed a new training program, "Leadership and Technology Management (LTM)," to begin in the Summer of 1994, with the purpose of identifying and training leaders in the area of 'system change', i. e., putting more technology in the hands of more people with disabilities. The LTM is funded in part by a grant from the U. S. Department of Education to the California State Department of Rehabilitation (DR) and by the CENTER ON DISABILITIES at California State University, Northridge (CSUN). DR in turn has contracted with the CENTER ON DISABILITIES at CSUN for this training program.

The LTM Program is designed to increase the availability and utilization of assistive technologies among persons with disabilities through "systems change" activities. The LTM Program will assist managers from human service agencies to effectively take leadership roles in designing strategies to put more technology into the hands of more persons with disabilities.

Participants will gain greater insight into current and new technologies, visit model programs, and develop a personal "Action Plan" to initiate systems change activities within their own organization. LTM graduates agree to be a continuing resource to the Program and to serve as mentors to others. The LTM provides a solid grounding in understanding, developing, and utilizing leadership skills to manage a consumer-driven, technological environment.

A limited number of California residents are awarded full scholarships (including tuition, transportation, expenses) to the LTM. Others - including those from other countries - may enroll at a cost of \$795 per person, with each individual being responsible for their own travel and expenses.

2 Program Objectives

The LTM Program has set the following objectives: (1) to provide perspective, concepts, and tools to anticipate opportunities and challenges presented by the rapid growth of technology and demand for system change; (2) to provide managers from a wide range of human service agencies with a shared understanding of the dynamics

of system change; (3) to develop a long-term support network of LTM graduates around the common commitment of integrating more assistive technology into the lives of more individuals with disabilities; (4) to identify and evaluate exemplary processes for bringing technology to unserved and underserved populations; (5) to identify and disseminate funding streams that provide opportunities for people with disabilities to acquire technology; (6) to develop a personal Action Plan designed to bring about system change within an organization, and (7) to apply new and emerging technologies to the needs of individuals with disabilities.

3 Class Composition and Schedule

A typical class is limited to twenty (20) decision-makers from a wide variety of human service organizations with a commitment to the long and difficult process of system change, i. e., providing more assistive technologies for more people with disabilities. This small class size permits a hands-on, interactive learning environment which encourages a high degree of individual participation, team building, and the exchange of knowledge and experience by class members themselves.

The program begins on a Sunday afternoon with an Orientation and an initial team-building exercise and continues from 9:00 AM - 5:00 PM for the next five days, concluding on Friday afternoon. There are also several evening sessions.

3.1 LTM Resource Building

During the week-long workshop, all class members will have the opportunity to learn and share through participation in dynamic group activities which encourage integration, application, and synthesis of leadership knowledge and skills.

3.2 Field Trips

At the mid-point in the LTM course (Wednesday), LTM participants spend the day in the field. These site visits provide a 'reality check,' a look at 'what is' as well as 'what should be.' LTM participants will visit technology programs and conduct candid interviews with administrators of model programs in order to see how other leaders address the major issues within the LTM curriculum. An evaluation of programs visited and a debriefing of the day's experiences take place over a dinner meeting.

3.3 Action Plan

Each participant is required to develop and submit a personal "Action Plan" within 30 days of completion of the LTM Program. This Action Plan -- grounded in each individual's own organizational setting -- will identify and evaluate the opportunities and challenges to initiating or improving assistive technology services to individuals with disabilities. Each plan will contain general goals, and specific steps to be taken toward systems change.

3.4 The Application Process

Each candidate for the LTM Program will complete an application and be interviewed by LTM staff. Each LTM participant agrees to attend all sessions, submit a personal Action Plan within 30 days of completion, and serve as a long-term resource to others with a commitment to putting technology into the hands of more people with disabilities. A Certificate of Completion is jointly awarded to all who meet these requirements by California State University, Northridge's CENTER ON DISABILITIES and the California Department of Rehabilitation.

A limited number of full scholarships (tuition and expenses) are available to qualified California residents under the "Technology-Related Assistance to Individuals with Disabilities Act" (the "State Tech Act grant").

3.5 Participation from Europe and Elsewhere

LTM training is available to anyone outside the state of California on a tuition basis of \$795 per person, with each individual being responsible for their own travel, per diem, etc. Individuals may apply for the LTM. It is also possible for a single organization to contract with the CENTER ON DISABILITIES for an LTM workshop and send 20 people from just one organization for training in either northern or southern California. Each training program is tailored to the individual needs of each group of trainees.

For further information:

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