# Justification for Attending the Deaf Organization Executives Summit (DOES) 2024

Dear [Name of Direct Supervisor],

I am writing to request approval and budgetary support to attend the Deaf Organization Executives Summit (DOES) 2024, a pivotal leadership event scheduled for November 7-8, 2024 in New Orleans, Louisiana. This exclusive summit, organized by Innivee Strategies, is tailored for executives like myself who are at the forefront of organizations serving the Deaf, DeafBlind and Hard of Hearing communities.

## Strategic Value and Organizational Impact

Attending DOES 2024 will provide our organization with:

| 1. **Invaluable Insights**: Learn from other leaders about the challenges and opportunities facing organizations in our field, enabling us to make more strategic decisions and anticipate potential risks. |  |
| --- | --- |
| 100% of DOES 2022 attendees said they gained a better understanding of what other Deaf organization executives face. |
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| 1. **Professional Growth:** Access best practices and innovative strategies in Deaf organization leadership, enhancing our ability to lead effectively. |  |
| 90% of DOES 2022 attendees would recommend DOES to another Deaf organization executive. |
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| 1. **Crucial Partnerships:** Network with cross-sector leaders to build strategic relationships, strengthening our capacity to address future challenges and expand our reach. |  |
| 90% of DOES 2022 attendees said they made a connection with another attendee that invigorated them. |
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| 1. **Practical Solutions:** Participate in high-impact dialogues on adaptive leadership, financial sustainability, and talent acquisition, directly applicable to enhancing our organizational effectiveness. |  |
| 75% of DOES 2022 attendees reported that they left with a new idea, insight, or information that they plan to apply or implement within the next 6-12 months. |
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## Critical Topics Addressed

DOES will cover these essential areas for executive success:

* Adaptive Leadership for Transformative Times
* Achieving Strategic Growth and Financial Sustainability
* Attracting and Retaining Top Talent
* Incorporating DEIAB (Diversity, Equity, Inclusion, Accessibility, and Belonging)
* Crisis Leadership and Conflict Resolution
* Forging Strategic Partnerships Across Sectors

## Quantifiable ROI on Executive Development

Investing in executive leadership development and training yields tangible benefits:

* Participants have demonstrated a 25% increase in learning and 20% in overall job performance after undergoing leadership training. This includes a 28% increase in leadership behaviors and an 8% increase in team performance (Lacerenza, et. al., 2017).
* Within 3 months of leadership development training, organizations have reported an ROI of 29% an annual ROI of 415% — a return on investment of $4.15 for every $1 spent on training (Leone, P., 2019).
* Companies that invest in leadership development experience 12% higher employee retention and 17% increased profitability compared to those that do not prioritize leadership training (Harvard Business Review, 2018)

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## Cost Breakdown

| Registration Fee: | $900 per person |
| --- | --- |
| Accommodation:  NOTE: Three meals are included in the registration fee:  two lunches and one dinner. | [Insert Amount; see hotel information [HERE](https://book.passkey.com/go/WELCOMEDOES)] King Room: $179/night + tax  Double Room: $189/night + tax |
| Travel | [Insert Amount] |
| Total Expected Cost: | [Insert Amount] |

## Expected Outcomes

By attending DOES 2024, I anticipate:

* Acquiring innovative strategies to drive our mission forward;
* Establishing valuable connections with potential partners and collaborators;
* Gaining insights into industry best practices and emerging trends; and,
* Developing enhanced leadership skills to navigate our organization through challenges and opportunities.

## Conclusion

Investing in DOES 2024 is an investment in our organization's future. The knowledge, skills, and networks developed at this summit will significantly enhance our ability to lead with vision and drive transformational outcomes for the communities we serve.

I am confident that the benefits of attending DOES 2024 will far outweigh the costs, positioning our organization for continued growth and impact. I appreciate your consideration and am happy to discuss this opportunity further.

Thank you for your support of our mission and commitment to leadership excellence.

Sincerely,

[Your Name]

[Your Title]