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## Leadership Worthington Newsletter

March 2009



### Guest Leader's Message

*Each month, Leadership Worthington will provide you with a new Leadership perspective from a leader in our community.*

#### Different Has Arrived

by Tom Wentz, President of Corporate Performance Systems, Inc.

Never in our history has our Leadership mind been challenged to “think” without the ability to “think about what it wants to think about.” Think about that.

One of my friends told me last week, “There are days when I think and nothing happens.” He went on to say, “I have no answers other than to judge what is happening as “not right.” Never have I felt this way as a Leader in my company or community.

” He asked, “What’s happening to me? I’m on the Board of several organizations in our community and we are all struggling to develop new strategies. I coach a group of young leaders in our community and we talk about the “world of abundance” but I can’t tell them how to access it. We know it is out there. They get excited for a day or two and then the enthusiasm goes away.”

“We teach all the leadership “stuff” that has worked in the past: seven habits, character, discipline. We’ve read all the books and it does make sense. They know the answers. They could pass a leadership test, but it doesn’t **translate into action**. What’s missing?”

My response was that he is a great “problem solving” leader. “Problem solvers” can “think” about a situation because they have experienced it in the past. I suggested that when “different” arrives without warning, it is possible that no one knows what “different” looks like. When a vision of “different” is missing, the “problem solving” leader has no “solution” to “different.”

### Featured Event

#### Leadership Worthington's 16th Annual Community Spelling BEE

presented by  
Leadership Worthington Board of  
Trustees

Tuesday March 17, 2009  
Worthington Kilbourne High School  
1499 Hard Road

**4:00-5:30 pm**  
Elementary & Middle School Students  
Competition

**7:00-9:00 pm**  
Adult & High School Students  
Competition

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### Upcoming Events

#### March 4 - 1st Wednesday Gathering

Alumni, class members, friends and parties interested in learning more about the program join once a month to socialize, network and hear the latest program updates.

- [PK O'Ryan's Pub](#)  
666 High Street  
Worthington, OH

He was confused.

**Key Point: The future is not a “problem to solve,” rather a “different” to create.**

We are confronted with an “awareness” gap, not an intelligence gap. “Different” challenges our awareness, not our intelligence. There are many very intelligent people who are totally unaware when “different” arrives.

He was confused.

In the past, the leader was often the most intelligent, the most knowledgeable and the person with the most experience in dealing with situations. This is the “problem solving” leader. We send them to Washington for they promise to “solve the problems.” They know a “strategy” of deployment that has worked in the past. They work within the scarce resources and get people working on the “problems.” But, the problem persist.

He asked, “But, what happens when a “different” reality arrives that no one has ever experienced before?” Good question. Have we ever experienced a “global recession” before? Right now “different” is happening to the world.

I suggested to my friend that when “different” arrives, he needs to activate a “creating” form of Leadership activity. I suggested that it is very important for him to understand the difference between “problem solving” leadership and “creating” leadership. They are totally “different.”

He asked for examples. I suggested that “In the beginning God created.”

That made sense but was too far removed from his current reality. Then he said, “My people are very creative.”

“Creating” and “creative” are two very different things. “Create” is a verb. “Creative” is an adjective. “Creating” is the “action” you are missing in your people. They have “creativity” and they are “creative” but they are not “creating.” We aren’t talking about “creative leadership.”

He then asked, “But, don’t we need to come up with “creative solutions” to problems. Of course, but that is not “creating.” A “solution” is action aimed at “solving” a problem.

He needed another example. I suggested, “I doubt that you were a “creative solution” to your parent’s marital problems.” What?? Children are “creations” and they are “created” not because people have “problems.” And, the process of “creating” has nothing to do with the “intelligence” of those who do the “creating.”

“Creating” as an activity starts with “awareness” not intelligence. Edison failed many times while “creating” the light bulb. He could not draw on his “intelligence.” He would “think” and nothing would happen. The only question is whether “creating” is done “consciously” or “unconsciously.”

- Starts at 5:30pm
- Appetizers sponsored by [Huntington Bank](#), Deb Harper
- Bring a friend, your spouse, plus a class prospect for 2009-2010 year March.

### March 15 - Spring Graduation

You are cordially invited to attend the 2009 Spring High School Leadership Training Program Graduation Event.

- Worthington Education Ctr  
200 E. Wilson Bridge  
Worthington, OH
- Starts at 2pm
- Keynote Speaker: State Representative Kevin Bacon.
- RSVP to Val Knapp at [LTYouthCoord@columbus.rr.com](mailto:LTYouthCoord@columbus.rr.com)

### March 20 - Leadership Breakfast Club

Leadership Westerville is holding a Leadership Breakfast Club entitled [An Introduction to LEAN Problem Solving](#).

- Villa Milano Banquet & Conference Center  
1630 Schrock Road  
Columbus, OH
- 7:30-9:30am
- Presenter: Dr. Ed Boudreau, CEO & founder of Immediate Health Associates
- Cost: \$25 (payable to Leadership Westerville, sent to Leadership Westerville, PO Box 215, Westerville, OH 43086-0215)
- RSVP, no later than March 16th to: [krobbins@leadershipwesterville.org](mailto:krobbins@leadershipwesterville.org)

### April 7 - Beyond the Surface of Leadership Community Dialogue

- Topic: Personal Marketing with Ethics: Learning how to reveal your value to any employer.
- [Worthington Library](#)  
OWL Meeting Room  
820 High Street  
Worthington, OH
- 7:00-8:30pm
- Facilitator: Dr. Ted Sun

### April 23 - Leadership Challenge

In midst of a global economic crisis, challenge yourself to develop your

“Creating” is the process of bringing into being something that people want and don’t have. “Conscious creating” requires that people embrace the first two of the seven habits: “be proactive” and “start with the end in mind.” I suggested he was teaching the young people the correct “habits” but he was teaching them within his “problem solving” leader mind.

He was getting it but was still confused.

“Problem solving” can only start after the “creation” exists. We can not have “problems” with children unless we have children. Problem solving is a reactive orientation and starts by reacting to the circumstances from yesterday. The “habits” are not “be reactive” and “start with yesterday’s problems in mind.” A road can not have a pot hole until the road exists. A Mall can not go vacant until the Mall existed.

**Key Point: “Creating” Leaders know that nothing fails like success.**

I suggested that leaders are very clear that a new Vision for success must be developed before current reality “fails.” That is what “be proactive” means! Vision is the “end in mind.”

He asked, “Isn’t “problem solving” important work of Leaders?” Of course! When there is a “crisis” we must “react” and “solve” but what if the leaders keep the crisis alive an unsolved forever? I suggested that many leaders do that. That is the issue at General Motors today. They have been trying to “solve” their problems for many years now and their problems have not gone away. This is why they need “bailed out.”

This is not a semantics issue. The antecedent for “creating” is Vision. The antecedent for “problem solving” is the conflict from yesterday. **Vision leads to action.** Strategies lead to polarized debates from the “right” and the “left.” Very seldom are people “united” by the “solution” to a problem.

**Key Point: It is important for Leaders to use the right verb when enrolling followers.**

My friend is still confused as he has never been challenged to lead with Vision. This is a very “different” assignment for his leader mind. Today he is asking, “What does different look like?”

This is a very important question for Leadership Worthington and for our Leaders in Washington. The future of Worthington, Columbus, the State of Ohio and the entire United States of America will be “different.” Leadership Worthington might be the first group to define it. What is the Vision? **Different Has Arrived.**

*Tom Wentz is President of Corporate Performance Systems, Inc. located in Westerville. Tom is an active performance consultant specializing in the processes of **leadership and organizational change** and has helped transform countless businesses over the past 16 years.*

leadership skills! Fine-tune your leadership skills during a half-day, interactive, experiential retreat: LW's Leadership Challenge. Gather a team and leave with an assessment of your skills in emotional intelligence, process management, learning/ adapting and more, plus a roadmap for future development.

**Mark your calendar for April 23, 12:30-5:30pm and contact the LW office for more information - (614) 883-3057.**

- Worthington Education Ctr  
200 E. Wilson Bridge  
Worthington, OH
- 12:30-5:30pm
- Facilitator: Dr. Ted Sun

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## News

### [Now Accepting Leadership for a Lifetime Nominations](#)

Please [download](#) and submit the nomination form prior to March 20th.

## Adult Program Update



The adult learners in the LW program just met some of the major powerhouses of two industries: financial and health. Dr. Popper helped learners realize the ethical challenges within the medical systems and how to improve your health and lower health costs. Alan Mooney lifted the class out of the maze of financial gloom. His detailed overview gave profound insight on the financial world. The class also learned the philosophical and historical aspects of ethics. The leadership and ethics session is one of the most powerful in dispelling many myths within the systems various industries built on capitalism. After the session, many class member that it was the best class, again.

Coming up, April 23 is the Leadership Challenge. Get your teams of 5-7 people together to learn about their leadership skills and see what they need to do to thrive in this economic environment. Space is limited so register today.

**For more information call Joan Bird at (614) 883-3057.**

## Youth Program Update



### ***High School Leadership Program***

**The 2009 spring session of the High School Leadership program of Leadership Worthington is in full swing.**

Students are learning new leadership skills through hands-on interactive sessions. Richard Needles, President of Productive People Strategies and Bill Knapp, President of vSync, presented, "E + R = O: The Power of Emotional Intelligence in Leadership". Students learned the components of emotional management and how to apply them in school, at work and in the community. The next session on "Self Assessment" offered by Dr. Gerald Prince, Prince Venture, allowed students to participate in a self-assessment called the Social Style survey. This survey provided information about interacting with others. The third session took the students to the indoor Adventure Education Center. The group explored individual challenges as well as leadership opportunities. Communication, participation, cooperation, and trust were themes realized in this teambuilding session. Youth to Youth International organization presented, "Critically Cool", a multimedia presentation developed by Franklin County teens the last week in February. Participants explored the extent to which media effects our everyday lives and shapes the decisions we make. The presentation utilized the talents of the teens involved through spoken word performance, skits, dance and many more elements while also using music and video clips.

The students will be graduating on March 15, after two more leadership sessions, "Service in Leadership" presented by Dr. Steve Boyles, professor at OSU and "Communication in Leaders", given by radio DJs in Columbus. Graduation will be at 2 pm in the Worthington Education Center. Keynote speaker will be Representative Kevin Bacon. Students will be presenting their community service projects at this time. Parents, educators, friends and community leaders will be attending.

For more information call Val Knapp at (614) 883-3057.

## Leadership Moments

*"Ah-has", tried and true tips to help individuals lead and guide with a new insight to administer, direct, share and comment.*

### Enthusiasm really does matter!

Everyone in business wants enthusiastic people who have a fire in the belly and can drive change. All too often, however, the leader's role in instilling enthusiasm is underestimated. The common notion of a leader, especially a buttoned-down and old-fashioned leader, is someone who's remote and doesn't spend a lot of time stroking the energy conviction of the organization.

But true leaders must fill that role. You have to break through the complacency and instill confidence. You must be visible and passionate in making the case that the business must grow and change. You have to give members of the organization an understanding of what has to be done and then create the belief and conviction that they have all the tools necessary to be successful.

Where is your enthusiasm? Will your enthusiasm help your business grow and change in this current economic time of challenge?

*Reading source: "Doing What Matters"*

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## Leadership Opportunities

### Leadership Ohio accepting applications

for their 8-month core program.

Applications are due: March 20, 2009

Visit <http://www.leadershipohio.org/>

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Visit [www.leadershipworthington.org](http://www.leadershipworthington.org) for more information about the benefits of being a supporting sponsor.

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