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Leadership Worthington Newsletter

April 2009



Enhancing the understanding of leadership qualities and developing individual and group leadership potential to help create a better Worthington area community.

President's Message

Spring is a busy time for Leadership Worthington. We just graduated our last high school class on March 15 and were pleased to have Representative Kevin Bacon speak at the ceremony. The adult class is busily planning their service projects and looking forward to their May graduation. The 16th Annual Community Spelling Bee included a wonderful addition this year—a youth component earlier in the day with seven teams from local schools. Our annual meeting is scheduled on May 14 when new board members and officers are elected. We are looking for a few good individuals to serve. There are a number of ways to be of service to the organization.

Committee Assistance

We are always seeking individuals willing to assist with various projects. Coming up shortly is the Service Day on May 2nd and individuals are needed to pass out jobs, set up, etc.

Advisory Board

This past year, we took a careful look at our operations and restructured a few things. We now have an advisory board of approximately 21 individuals who serve up to a maximum of two three-year terms. There is no requirement of graduating from Leadership Worthington to serve in this capacity. We meet in September and March to discuss programming and plan for future goals. Each advisory board member is asked to serve on a committee and make at least a \$50 tax-deductible contribution.

Governing Board

At the annual meeting, 8 of the advisory board members will be elected to the governing board to serve as our officers and directors. They meet monthly, on the second Thursday at 8 a.m. Each governing board member is responsible for various aspects of our programming including setting goals, overseeing committees, and setting operating procedures. All of our meetings are open to interested parties, regardless of whether or not you've graduated from the program. We welcome you to get involved or ask questions of us.

Featured Event

Community Dialog - Beyond the Surface of Leadership

Topic: Marketing yourself in Tough Times-Entrepreneurial Thinking at Work.

Presented by
Leadership Worthington Board of Trustees

Guided by Dr. Ted Sun

Often being a skilled worker isn't enough, especially in large organizations. Learning to think and treat your employer/boss as your best client can go a long way when potential layoffs come around.

This dialogue will help you develop a competitive uniqueness to your career now and in the future.

Tuesday April 7, 2009, 7:00-8:30pm
Old Worthington Library
Meeting Room
820 High Street, Worthington, OH

For more information, please call 883-3057.

Upcoming Events

Suzan Jervey, Class of 2004

Guest Leader's Message

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

Leadership for a Lifetime

By Kathy Moore - A speech based on three questions Leadership Worthington provided to our 2008 Leadership of a Lifetime Award Winner.

List the top 3 leadership qualities you believe are important and WHY?

The top three leadership qualities that I believe are important are active listening, big picture thinking; and consensus building skills. A leader is a facilitator. Shared decision making and ownership by all stakeholders in the outcome are critically important in moving an organization forward. I believe in a "go slow to go fast" philosophy. In organizational leadership, much groundwork must be laid to move the group forward toward excellence. Mission and vision work are critical foundation steps in the strategic planning process. This phase must not be rushed. The leader must genuinely, deeply listen to the points of view of the stakeholders and then use consensus building skills to coalesce all points of view into a shared vision and clearly articulated mission. The leader's capacity to listen with empathy and understanding yet keep a consistent eye on the big picture or the desired outcome is vitally important. An effective leader begins with the end in mind.

Describe a situation where you have demonstrated one or more of these qualities.

I have demonstrated these qualities in many settings and situations. Specifically, I have been part of the strategic planning team of [Partners for Citizenship and Character](#) (PCC). We are developing new vision and mission statements and a new action plan that will guide the organization for the next three to five years. In my work at Slate Hill where I have been the school counselor for 17 years, I have facilitated many planning process during my tenure. Most recently, I helped our staff finalize our new vision and mission statements that we unveiled at a gala celebration in the spring of 2007. In my role as school counselor at Slate Hill and Evening Street, I use my listening skills, consensus building skills and my emphasis upon the big picture daily in my mediation and counseling work with the 950 children and families I serve.

Is there anything else you would like to tell us about your leadership experience(s).

I believe in lead management rather than boss management. Good leaders use effective communication skills to help others solve problems and make decisions. Good leadership is not about "I." Rather, it is about "we" in the very deepest sense. There is nothing more powerful than leading by example. When a leader walks her talk, strives to be a person of good character, shuns hidden agendas and maintains a high degree of integrity and authenticity, she earns trust. At that point, leadership

April 23 - Leadership Challenge

How strong is your leadership team?

- Unlike many surveys, this innovative challenge is activity based Teams of 5-7 leaders are put to the test with mental and physical challenges Activities involve key skills like emotional intelligence, project planning, time management, conflict resolution, ethical dilemmas, etc.
- Worthington Education Ctr
200 E. Wilson Bridge
Worthington, OH
- Time: 12:30 PM - 5:30 PM
- Facilitator: Dr. Ted Sun
- [Download an invitation](#)

May 2 - Service Day

- Kilbourne Middle School
50 E. Dublin-Granville Rd.
Worthington, OH (Next to Old Worthington Library and The Huntington Bank)
- Saturday, May 2, 2009
- 9-12 noon
- Breakfast is served to volunteers from 7:30 am - 8:30 am by the [Kiwaniis Club of Northern Columbus](#).

May 14 - Think Tank 2009

- Provided by The Ohio Department of Development and Leadership Ohio. The day long program will center on a Strategic Plan for the Ohio Department of Development.
- The Westin Hotel (next to Southern Theatre)
- Visit www.leadershipohio.org for more information.

May 20 - Adult Graduation Day

- Location: J.Liu's
- 6880 N High St
Worthington, OH
- 6:30 pm Social Time
- Come celebrate with our latest graduation class. For reservations please call Joan Bird

becomes a natural extension of who she is rather than a technique or strategy.

at (614) 883-3057, or email
jbird@worthington.k12.oh.us

Kathy Hamilton Moore, born and raised in Worthington, retired in June 2008 after 29 years of service as a teacher and school counselor, Worthington Schools. Kathy was the Executive Director of Leadership Worthington in its charter year (1990), recipient of 2008 LW Leadership for a Lifetime Award, Partners for Citizenship and Character Board member, Dublin-Worthington Rotary Foundation Trustee.

The Community Spelling BEE



(1st Place Winners - Healthy Worthington Coalition)

The Class of 1993 should be quite proud that their Class project--The Community Spelling BEE-- has stood the test of time. Very sustainable for 16 years! Congratulations!

Twenty-three teams this year graced the stage at WKHS. Three new teams joined the event this year--Team Congregation Beth Tikvah, Team Worthington Presbyterian Church, and Team St.John's Episcopal Church.

The Ohio Contemporary Chinese School (OCCS) returned with another team of students, and the LW Class of 2008 and 2009 also entered teams.

Silver and Bronze Sponsors helped with sponsorship of teams. Our thanks go to Clark, Schaefer & Hackett Co., Dr. Anthony Lordo DDS, Tilton's Automotive Service, First Place Bank, Bill Alsnauer-State Farm Insurance, Schoedinger Funeral Services, and Allstate Insurance--Kathi Reddy Agent.

Other businesses in the Worthington area sponsored teams of adults and high school members. Worthington Pizza-Primo, Pharmaceutical Horizons, OCLC, WKHS PTO, Hanlin-Rinaldi Construction, Friends of the Worthington Libraries, Worthington-Kiwanis Key Club, Worthington Education Foundation, and Adventure Education Center.

Winners this year in the Community Bee were 1st place--Healthy Worthington Coalition 2nd place-OCLC and 3rd place--Friends of the Worthington Libraries.

For the 1st time, a Youth Bee was held earlier in the day. Nine student teams from elementary and middle schools in the district participated and the winner emerging this year was Worthingway Middle School. Our thanks go out to The Dublin-Worthington Rotary Club for donating dictionaries to each student participating.

Adventure Education Center and Super Games was the main sponsor for the Youth BEE.

Accent Exhibits provided signage for the BEE.

Judges for the event were: Doug Francis-Worthington Police Dept., Marc Schare-Worthington Bd. of Education, and Brian Elder-National City Bank/PNC

Monies raised for this yearly event help to fund youth leadership development scholarships for the 8th grade Middle School and High School Leadership programs. Val Knapp is the coordinator of both programs.

J.Liu's Restaurant, Willowbrook Christian Home, The Laurels of Worthington and Norworth, donated food and dessert for the event. Thank You!

Adult Program Update



Learning about the Non-Profit Arena

On March 26, the class met up with some non-profit organizations. While they learned about the enormous and interesting content of these organizations, a few also began to understand the context of how the presentations were given. They learned to build strong relationships with a few as their ideas were welcomed with a blank pad at the beginning of the meeting. Some of the class learned that

sometimes, it's best to start with a blank slate, seeking for the wisdom of the group, rather than to work hard to push information forward. Being asked for one's opinion can be quite a powerful contextual message.

Team Reflection by Lead Facilitator Dr. Ted Sun

Teams exist in all dimensions of life. In the workplace, teams combine the talents and skills of various individuals to accomplish organizational goals. At home, teams of parents and families work together for love and support. In the social arena, teams function to be part of something, whether it's a sport or a social group. Regardless of where the team exists, the dynamics of people within teams create the possibility of success. As you explore the various elements of team characteristics and performance system, reflect on your teams.

Team size is often a lucrative number. Depending on how you define a team, teams can vary from two people to hundreds of people around the world with virtual teams. In teams that are physically together, the typical team size is around 11-12 people. When teams become too large, the limitations of hierarchical structures creates management challenges.

- **Hierarchical:** teams that are hierarchical possess a formal chain of command. Limited freedom to function as a team, individual members often compete for positional power within the team. Sometimes, the battle for ego and power between technical leads and managers can break the team apart.

- **Flat:** teams that are flat offer a wider range of flexibility. For some organizations, a constantly changing environment calls for flexibility of roles where team members are free to help each other when possible. The flat structure creates an innovative environment where respect becomes the key towards influential power.

- **Web-like:** teams that have a web-like structure focus on a balance between functional needs and individual competence. The web structure maximizes communication effectiveness as it allows messages/knowledge to pass almost without boundaries.

Some leadership questions to ponder...

- Which of the team structures would you enjoy working in?
- How would this structure function in your organization?
- How would you shift the ideal structure in place from an existing model?

For more information about our Adult program please call Joan Bird at (614) 883-3057.

Youth Program Update



Rep Kevin Bacon Keynotes Graduation

On March 15, twenty-two high school students graduated from the Spring High School Youth Leadership Program. State Representative Kevin Bacon was the keynote speaker for the event. Senior Student Advisory Board member received recognition on their service to the Leadership Program. The senior Student Advisory Board members are; Jack Byrnes, St Charles Preparatory School, Alex Brewer TWHS, Chandel Charles WKHS, Ryan Conlon TWHS, Eric Erb TWHS, Jackie Matson TWHS, Alison Miler WKHS, Dominic Porretta TWHS, Tessa Reach TWHS, Megan Strasser TWHS. Members of the Student Advisory Board and the student leadership graduates received a letter of commendation from State Representative Kevin Bacon. Amy Donovan from 93.3 WLZT radio station and Youth to Youth International were also recognized for their 5 years of dedication and commitment to the Leadership Worthington Youth programs.

2009 Summer Leadership Program

This summer Leadership Worthington will be offering to students going into the eighth grade a 2-day leadership Training Workshop offered in June and August. The first training session will be held on Thursday, June 18, 9 am – 4:30 pm and Friday, June 19, 9:00 am – noon. The second session will be held on Friday, August 14, 9:00 am – 4:30, and Saturday, August 15, 9:00 am – noon. Students may attend either session. During the sessions students will be learning leadership skills, be involved in team building activities and be part of a service project at a local area food pantry. The cost is \$85.00.

For more information about this event or any youth leadership program 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.

Are you Neglecting your best assets?

What is your response to marketing letters you

Leadership Opportunities

New Leadership Worthington Class to begin in the Fall

Applications for Leadership Worthington 2010 Class be accepted. To learn more about the

send out? Are you making cold calls (cold mailings)?

People don't have confidence now, and this is combined with a lot of fear. The response you may get is probably nil.

With the flavor of this day and time in our professional lives, in your working world, in the financial system, take the time to get referrals from people and companies who know your work, know how you operate, know how successful you are.

Don't neglect the obvious. Your relationships are your best assets.

Don't neglect them.

2010 program please call Joan Bird at (614) 883-3057, or email jbird@worthington.k12.oh.us.

Board & Commission Positions Open

The City of Worthington is seeking applicants for our city's boards and commissions - [Learn more!](#)

Sponsors

Thank you to the following 2009 sponsors of Leadership Worthington.

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Visit www.leadershipworthington.org for more information about the benefits of being a supporting sponsor.

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