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 Leadership Worthington
Newsletter

December 2009



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

Guest Leader's Message

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

This month's guest writer is Jeff Appel, 2009 Leadership for a Lifetime Award winner, Worthington resident, business owner and community volunteer.

I was extremely honored to receive the Leadership for a Lifetime Award this past summer. Once I got over the initial surprise, I realized that I would probably be expected to speak about some aspect of leadership in the not to distant future. Sure enough, I was right!

As I prepared my remarks for the annual meeting, I jotted down the usual list of adjectives that are traditionally used to describe effective leaders: creative, committed, dependable, knowledgeable, forward-thinking, etc... The day of the meeting, as I listened to the three student recipients accept their awards, I realized that my talking points kind of missed the point.

After all, while each of these girls undoubtedly possessed many of the leadership traits that were included on my list, simply possessing those traits isn't what made them good leaders. There was some other force at work that actually caused them to use those leadership traits to accomplish something for the greater good of the community.

As I continued to listen to their accomplishments and watched how

Featured Event

1st Wednesday Gathering

Alumni & friends Gathering 1st Wednesday of the month.

Wednesday, Dec 2nd, 2009
5:30 pm until ?

Please come gather at our sponsored restaurant of this month:

Jed's Barbeque and Brew
110 Hutchinson Ave.
(In Crosswoods, located in the BW3 spot) Manager: Steve Scott

Current 09-10 class members, LW Trustees, Alumni and Friends are all welcome.

they handled themselves in front the room full of people, I began to draw comparisons to myself at their age. Wow, no comparison! At their age, I certainly wasn't accepting many awards around town or giving very many speeches to rooms full of adults. So what was it that made these girls so different from me at their age? I believe they simply have more passion and initiative than I did at their age. They made the decision to seize the moment and took the initiative to get involved with causes and issues they feel passionately about. These are the essential traits of effective leaders.

In 2005, my Leadership Worthington class produced several lasting projects. One in particular, the Worthington Family Picnic was an idea fostered by Antonio Benton, Darian Parsons, George Sontag, Tony Mormeli and myself. We all felt strongly that Worthington was missing out on a great opportunity to come together as a community prior to the fireworks. While we each used our own set of individual traits and skills to accomplish our goal, we would not have been successful without our common passion and initiative to get the project moving and completed.

There are as many different leadership styles as there are leaders. How you chose to lead is not nearly as important as taking initiative to enlist others of like mind to accomplish the goals that we feel passionately about. All we need to do is get off the sidelines and into the game!

Starting off 2010 right.

As we round out our year and many of you may be thinking about what you wish to accomplish in 2010.

3 ways to CREATE POWERFUL GOALS

By Dr. Ted Sun

Do you have some goals written down? If so, are you able to reach those goals consistently? If not, you'd be wise to write a few down as you read through this article... Since over 95% achieve their written goals, what do you have to loose? You could be part of the elite 6% that writes down their goals. As an immigrant, goals are commonly spoken, especially when you first come to the US. But spoken goals aren't enough...

In the thousands of people who I've conducted workshops with, the concept of goal seems to be elusive. Our educational system doesn't seem to share with you the purpose of goal setting and how to do create goals effectively. When asked to create goals in my workshops, people tend to write goals like this: get a new job, payoff my debt, buy a new house, get a new car, or increase revenues/

income. Do these sound familiar to you? Yet, these goals need much more work, if you wish to have the power to fold the desired future into your present.

Folding Your Future into the Present

The purpose of goals is to set your eyes on the finish line. In many studies, goals create a focus that greatly increases the possibility of your desired future. Folding your future into the present is about making your goals a reality. In the theory of intentionality, your intentions create the attention to the goal. The level of focus in your intentions will bring forth your desired future. Having goals is about a conscious and persistent effort. Furthermore, setting the right type of goals will simulate the development of your strategic mind.

To most immigrants, working hard is a fundamental belief. Many cultures believe that the harder you work, the better life you will have. When the majority of the work is about using your muscles, harder work will yield greater results. Although this concept might still be true for many non-industrialized countries, America is about working smarter, not harder. Many business leaders, such as Peter Drucker, have clearly stated that we're in a knowledge economy. In American society, knowledge is a critical success factor. The more knowledge you possess, the more success you'll enjoy. The appropriate type of goals can make success a reality for you.

There are three types of goals to help you fold your future into the present: end-state goals, learning goals and goals of being. Each have its purpose and timing.

(1) End-state Goals

When asked about goals, most people tend to discuss end-state goals. These are goals associated with a specific outcome such as get a new job, payoff debt, buy a new house, get a new car, or increase revenues/income. Most of these types of end-state goals lack the basic characteristics that make goals come true. When creating these goals, you must apply the following rules:

1. Detailed/specific – a new job isn't specific enough; increase income/revenue isn't specific enough. You need to quantify the job title, characteristics, firm size and culture. You should state the extra amount in revenue or income, down to the dollar.
2. Timeline – each goal must have a specific timeframe for achievement. Without a timeframe, your mind is brilliant at creating reasons why you didn't get there.
3. Measurable – you must be able to measure whether you've gotten there or when you've cross the finish line. If you can't measure it, you can't learn from it.
4. Written – this is one of the most important aspects of goals;

you must write down your goals. The act of writing goals down creates a level of commitment in your mind. Your writing also shares your goals with others in the world who can help you reach your goals.

5. Visual – one of the top communication modalities is to have a visual presentation. Make a collage of your goals – a white house with white picket fence next to a lake. Find a picture of it and put it in your office.

End-state goals are very common in corporations. Most organizations use them to drive performance. On the other hand, end-state goals also have the potential to cause various challenges such as unethical behavior. For example, a company created challenging end-state goals for their managers. Since the managers did not have the knowledge to attain them, they distorted the truth in order to be compliant with the goals. This practice resulted in the loss of millions as the company's stock price fell. Setting challenging end-state goals can result in higher levels of stress. Furthermore, they can also distract you from the building of new skills and the acquisition of knowledge, while making your life miserable.

With those consequences in mind, a specific set of conditions create the desirable environment for the use of end-state goals:

1. You possess knowledge to achieve the goal
2. You possess previous experience
3. The task at hand is relatively straight forward
4. Goals are relatively short-term

(2) Learning goals

Learning goals is about a process, rather than the end-state. These goals are about how you get there, rather than getting there by any means. Learning goals draw attention away from the end result and places you in a state of experimentation. The focus of these goals is on knowledge acquisition. Therefore, this type of goal is most appropriate when you do not possess the information required.

In my opinion, learning goals are appropriate for almost all situations. The duality of winning or failing does not exist in learning goals. Therefore, the fears of winning or losing are not a factor. This calls for long term thinking, going beyond the traditional mindset. To set learning goals, one must look to create outside the box thinking by creating new strategies or develop new skills. According to Michael Dell, the CEO of Dell Computers, "It's all about knowledge and execution."

Learning goals are also take the first 4 characteristics of end-state goals: specific, timeline, measurable and written. Rather than creating a finish line, learning goals focus on how to run faster or

how to navigate more effectively in new terrain. For example, an end-state goal is to read 1 book a month to increase knowledge. A learning goal would be to create a new way of doing something differently from each chapter of the book once a week. Millions of people read books...how many grow and change who they are from that reading? Learning is about taking action, based on what you've learned. In a study of increasing market share by Seijts and Lantham, participants with learning goals had almost twice as high of a market share increase than participants with end-state goals. Considering your sustainable success, the ability to grow your knowledge base is crucial. The more you grow, the more valuable you are to ANY organization, and especially to your family.

Take a moment and create a few learning goals by writing them down...

(3) Goals of BEING

Have you written a few down yet? Of course you have...

Now close your eyes and imagine the feelings you have as you have just completed your goals. What do you feel? Write them down next to your goals (both end-state and learning)... Now look at the two, which ones are your true goals?

One of the interesting aspects of goal setting is about creating a desired reality. Yet, that desired reality is constantly changing. With feelings that you desire, they are stable. Emotions are goals of BEING, as you are a human being. For example, one of your feelings is confident; then, simply ask yourself – "I am confident. So what would a confident person do?"

Your feelings are yours to master at any time. You have a choice. Make the right ones and create the reality you desire through proper goal setting.

Team Roles

Here's a quick excerpt on team roles from "The Everything Leadership Book". Reflect on teams you're a member of...do you have people filling the roles listed below?

Cheerleader: Always there to boost morale, the cheerleader's natural enthusiasm can help motivate the team.

Devil's advocate: This person can seem argumentative but really just wants to get to the heart of the problem and find the best solution.

Muse: The muse brings creative spark to meetings and inspires

others to think outside the box.

Counselor: Wisdom comes from experience and this person comes with lots of it, using firsthand knowledge and observations to provide unique insight into solving problems.

Facilitator: This person knows how to get the job done. Organization and delegation are the strengths of the facilitator.

From: Yaverbaum, E. & Sherman, E. (2008). The everything leadership book: 2nd edition. Avon, MA: Adamsmedia.(Yaverbaum & Sherman, 2008, p. 139).

LW Alumni Highlights

Leadership Worthington's tag phrase is Discover Your Potential. Here's an update of those doing just that.

Greg Giessler, Class of 2003

I am currently continuing to support of the Battle of Worthington which is a yearly event that we helped coordinate as our class project back in 2003. I am also involved with First Community Church helping teach the Crossroads classes, which is similar to a Sunday school. It is a four year commitment where you are with the same group of kids from freshman year through senior year. At the end of their Senior year we will be going on a leadership retreat to the Adirondack Mountains. For the past four years, I have been involved in the Quarter life group through First Community Church. Our group meets weekly and will go to Luperon, Dominican Republic to help build homes. I am a member of the Worthington Education Foundation, The Children's Hospital Development Board and Dublin-Worthington Rotary. I am currently the co-chair of the Columbus Board of Realtors Young Professionals Network and the Worthington Chamber of Commerce Young Professionals group. This past October I finished the Columbus Marathon in 3 hours and 29 minutes.

Richard Hunter, Class of 1991

Twenty years ago, Richard Hunter graduated from the 1st class of LW--1991. Here is some news from Richard.

Covering the Community Service aspects:

- The Dublin-Worthington Rotary Club:
Member of the Board of Directors for 5+ years and moved through the "chairs" to assume the role of President during

Rotary International's 2004 Centennial

- City of Worthington:
Roughly 15+ years of service to the city.
Served several terms as a member of the Board of Zoning Appeals, Architectural Review Board, and Municipal Planning Commission
Currently serve as Chairman of the Municipal Planning Commission / Architectural Review Board and as the MPC Commissioner on the Board of Zoning Appeals.
I also represent the MPC/ARB on several Steering committees including the East Wilson Bridge Road Development Study.
- Past President of the Potters Creek Civic Association
- Past President and current Board member of the Fieldstone Lake Association

Professionally:

Very busy, as the world of IT technology and Personal Computers remains very active with both new challenges and opportunities humorously chronicled in the MAC advertising.

I am also a licensed Realtor and serve as my wife's (Judy, LW Class of 1998) LPA in the world of residential Real Estate which is becoming very, very busy again. Judy is an Associate Broker at Coldwell Banker King Thompson Polaris Regional Office.

Janet Ingraham Dwyer, Class of 2007

Janet Ingraham Dwyer, Class of 2007, has just taken a position with the State Library of Ohio as Youth Services Library Consultant. Janet will be working with children's and teen librarians, state agencies, and other organizations statewide, in support of library services for young people. Janet worked at Worthington Libraries from 1991-1997 and 2001-2009, most recently as Outreach Services/Volunteer Coordinator.

Jennifer Wene, Class of 1991

My professional growth has certainly been a journey, and there is so much I could cite that had so many roots in my year with Leadership Worthington (1990-91). Most significant is what I learned about the power of connecting our community with our schools. Programs like Circle of Grandparents and our Character Education focus were internal in our Slate Hill School culture. They continue to be constant strands in all I do in my current position as Director of Academic Achievement and Professional Development for

Worthington Schools. . Leadership Worthington is an exemplary program that strengthened my leadership skills and sensitivity and, hopefully has strengthened my contribution to the Worthington Schools.

Jennifer was tapped to be the new Principal at the new elementary school in 1991---Slate Hill as she was going through her LW Class. This year Slate Hill School has been awarded the 2009 Emerging School of Character Award by the Ohio Partners in Character Education, the Ohio dept. of Education, and the Ohio Better Business Bureaus.

Adult Program Update

Class Member Quote:

"I enjoyed the last session. My husband even used the systems diagram for a problem solving meeting today with great success. Lots of ideas and circles and at least everyone was excited!"

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

Youth Program Update

High School Leadership Fall Program



Leadership Worthington's High School Leadership Program just completed its 2009 Fall session. Twenty-five students from Thomas Worthington High School, Worthington Kilbourne High School and Franklin Heights High School graduated on Sunday, November 15. Mark Inkrott was the keynote speaker. Mark is a Marketing Manager

with The American Dairy Association Mid-East. Prior to his career start with the dairy association, Mark played tight end in the NFL for the New York Giants, Carolina Panthers and the Cologne Centurions of the NFL Europe league. While a member of the Giants, Inkrott lead after school-mentoring programs funded by the NFL for at risk youth in New Jersey and New York City. During the graduation, students presented their community service projects. Projects included working with children, youth and the elderly, helping at local food pantries and animal shelters, and involvement in community political awareness, fundraising for cancer & juvenile diabetes. Each student received a plaque from Leadership Worthington honoring their participation and for their volunteering efforts in their community service projects.

Looking Ahead:

On January 10, 2010, Leadership Worthington is sponsoring a workshop for recent High School Leadership graduates on "Visioning for the Future". Linda Wisler Luft, CPCC, will be facilitating the session. The workshop will run from 1:00 – 4 pm at the Worthington Education Center. The cost is \$10.00. Information and applications are available by calling 883-3057.

The 2010 Spring High School Leadership Program will begin on Sunday, January 24 and continue on January 31, February 7, 14, 28, March 7 & 14. For an application or more information, please call 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.

Fate is not Against You

When you think fate is against you, you become isolated. Just as there is no straight line in nature, there is no straight line to success.

Your success is like a path in nature – it meanders. It may meander into a situation that is embarrassing, or one which threatens to compromise your principles, or to force you into adversity. When these things come up, it doesn't mean that you've gone astray.

Fate is not against you. Fate is teaching you.

Leadership Opportunities

Great books to develop yourself
Real Leaders don't do Powerpoint: how to sell yourself and your ideas.
Christopher Witt 2009

The Seven Habits of Highly Effective People--
restoring the CHARACTER ETHIC.
Stephen Covey 1989

Talent is overrated: what really separates world-class performers from everybody else.
Geoff Colvin. 2008

Learn every lesson you can from it, so you won't have to repeat these lessons another time through. – Shar McBee

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