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 Leadership Worthington
Newsletter

February 2010



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

Twenty Years ago...

... the following Adult class members (1990-1991) enrolled with an opportunity to "challenge to succeed".

Come to the 20/20 Anniversary party at Worthington Square on Sat. Feb. 20th (5:20 pm-7:20 pm) to hear some of their great success (and humorous) stories.

If you have not received your invitation, please contact the Leadership Worthington Office at 883-3057

Judy Airhart - Fran Baldwin - Michael Barren - Joan B. Bird - Larry Clark - Richard Cline - Betsey Cowardin - Cynthia Crane - Mark Gaskill - Jane Gutin - Libby Holman - Richard Hunter - Timothy Kolb - Marjori Krebs - Sam Milliron - Sherman Moyer - Stephen O'Connell - Gary Parsons - Robert Paugh - John Perkins - Larry Spencer - Claudio Timko - Lynda Umbreit - Jennifer Wene - Charlotte Wood

The founders & committee members...

...who helped form our very own Leadership Worthington program 20 years ago are....and we THANK THEM !!

Fran Baldwin - Michael Barren - Sherry Buk - Robert Chiles - Jane Dean - Robert Donmoyer - James Flaherty - Charles Gehring - Phil Giessler - Peg Hermann - Sharon Keaney - Charles "Chip" Kohler - M. Ray Malone - Bruce Mansfield - Marisel Mayers - Kathy Meyer - Sam Milliron - Harvey Minton - Dwight Moody - Kathy Moore - Sherman

Featured Event

20th ANNIVERSARY CELEBRATION

LW's 20th year anniversary kick-off celebration @ Worthington Square--former Gap Store. 5:20-7:20 pm. Heavy hors d'oeuvres, music and socializing.

Moyer - Kathryn Paugh - Gerald Prince - Margaret Richards - Jeff Seidel
Jean Sickles - Larry Spencer - Kelly Stevens - Lynn Straker - Jim Toms
- Marilyn Ward - Jennifer Wene - Frank White

Sponsorship Opportunities

Leadership Worthington is currently accepting sponsorships for the 2009-2010 program year. "Discovering Your Potential", and what you offer our community, does not just happen in the classroom and there are many opportunities available for sponsorship within the Leadership Worthington.

Started in 1991 by community leaders, our mission is to enhance the understanding of leadership qualities and to develop individual and group leadership potential in order to create a better Worthington area community. Through sponsorships and class participation, we have graduated over 325 students who are leaders in our local businesses, non-profits, schools, neighborhoods and government agencies.

Leadership Worthington has given life to many community events such as Service Day, 4th of July Family Picnic, Spelling Bee, The Leadership Challenge and coming this Fall, the Fido Fest.

Sponsorships are available in many ways. Gold, Silver and Bronze level sponsorships are available, as well as many other opportunities. This is an excellent way to have your organization recognized as helping to contribute to our communities Leadership program.

To consider sponsorship, or to find out how to become more involved with sponsorship, please contact Natalie Moore, Fundraising Director, at 614-264-4154.

No Complaining Week: Personal Action Plan

Day 1: Monitor your thoughts and words. You'll be amazed at the thoughts that pop into your head and come out of your mouth.

Day 2: Make a gratitude list. Write a list of things you are thankful for.

Day 3: Take a thank-you walk. While you're walking, think of all the things you are grateful for.

Day 4: Focus on the good stuff. Focus on what is right with your life, rather than what is wrong.

Day 5: Start a success journal. Write down all the great interactions and accomplishments you have had today.

Day 6: Let go. Make a list of the things you would like to complain about. Go through the list and identify the things that are within your control that you have the power to change and identify those things that are beyond your control.

Day 7: Breathe. Spend 10 minutes in silence. Throughout the day, anytime you find yourself feeling stressed or wanting to complain, stop for 10 seconds and breathe.

Resource: Gordon, J. (2008). The no complaining rule: positive ways to deal with negativity at work. Hoboken, NJ: John Wiley & Sons.

LW Alumni Highlights

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

Chief Wayne McCoy, Class of 1994

Wayne has moved south and is the Chief of Police of Blue Springs Police Dept. in Blue Springs, Missouri.

While in Blue Springs, he enrolled in and graduated from Leadership Blue Springs, with a program similar to our own Leadership Worthington, but with a "southern twist".

If any of his class mates of 1994 and others, would like to connect with Wayne, he can be reached at: wmmcoy@bluespringsgov.com

Mark Watson, Class of 2002

We are living near Naperville, IL, a suburb in West Chicago-land- in sort of the fashion that Springfield is a suburb of Columbus- but with more city and less vegetation.

Mary and I have 1 dog--a Labrador, Harvey, not yet 1 year old.

I am President of Watson Stores Inc. and I am pursuing my CCNA and CCSP for Cisco certifications.

Cindy Crane, Class of 1991

Her daughter Katy was born during Cindy's LW class year 1990-91. Katy is now a senior at the Linworth Alternative Program.

Cindy still continues to serve on the Worthington Board of Zoning Appeals, and in other areas (as she says) ...to be determined

Adult Program Update

Leading Sustainable Change through Self-Discovery: a *Values Accountability System* defined

Before positive change can truly occur on a systemic level, the identification of one's humanity (value and belief systems) is a crucial factor. Countless workshops, research studies and management courses discuss various behaviors of successful and unsuccessful leaders. However, when leaders recognize a desired behavior, that leader is prohibited from achieving a sustainable change in that behavior by the collective rules of life (such as showing emotions is weakness, so reading about emotional intelligence or EQ does not create the desired change). In order to create sustainable change, an individual must look at the core of a human being from the perspective of their own identity and belief/value systems. Based on recent research with business leaders on organizational change as well as grounded theories such as Neurolinguistic Programming (NLP), Systems Thinking and Transformational Leadership, this session guides leaders through a process that will create sustainable change on a systemic level. The session title is – Leading Sustainable Change through Self-Discovery: a Values Accountability System (VAsys) defined.

Living as an immigrant, the values concerning human rights, labor, environment and anti-corruption form the basis for much needed change in global business practices as many immigrants often reach out to their homes in many capacities. Asking leaders to change their behavior is a challenging task. Keeping a new behavior is an entirely different beast, especially with the pressures of today's fast moving environment. Despite the best intentions of business leaders to make positive change in their own behaviors, these individuals often unconsciously fall into their natural habits when under these pressures. VAsys goes significantly beyond desirable behaviors; it takes participants through a value/belief discovery process that has proven to be effective in learning about oneself. Participants will start with a self-inquiry to solidify their own values and beliefs.

Step 1: Define tacit values

Individual values represent the desired mode of conduct or outcome. Values represent what is important to an individual. Each individual has a set of values called the values system. While most individual values system contains a prioritization of specific values, many people possess contradictory values. In the event of a situation that engages opposing values, an internal warfare breaks out. This war creates unnecessary stress and self-doubt that has a tremendous negative impact in the long run.

Step 2: Create individual congruence

During this step, the initial self-analysis intends to reveal individual inconsistencies between one's values system and behaviors. Although

this is a difficult and perhaps even painful process, the lack of congruence stimulates learning and the desire to change. Participants during this step engage in a self-analysis process over a two-three day period. Each participant takes 15-30 minute snapshots of their activities throughout the day. These snapshots include the type of activity and the decisions made during that engagement. Using the list created over multiple days, the analysis starts with simple time clustering. Participants calculate the number of hours for each activity. For example, one executive at a major global fashion company found that she spent on average 36 hours working on business issues, while only 9.5 hours on personal/family time over three days. This revealed an obvious incongruence as this executive had listed family as one of her top values. The time difference between work and family illustrates an alternate value in opposition with the value of family.

Step 3: Seek values of others

Understanding values of others at the core of their humanity initiates organizational congruence at the global level. This process seeks a deeper understanding between people with minimal time investment. Rather than the typical “what do you like to do in your free time” conversations, these conversations move directly toward the core values. Before moving into step three, participants walk through a self-analysis of one’s beliefs. Each participant answers the following questions:

- 1) What is my belief about myself in the role that I play?
- 2) What are my beliefs about people working for me and around me?
- 3) What are my beliefs concerning the relationship that people around me should have?

These questions challenge each participant to share their beliefs. Depending on the responses, one may challenge assumptions of certain beliefs such as only organizations’ leaders make tough decisions. The participants need to arrive at a specific fundamental belief – all organizational members have and can add value to the organization and treated with respect as another human being.

Step 4: Create organizational values system

Steps one through three creates the environment for understanding within individuals. Once this environment is established, the collective values of all individuals form the organizational values system.

Step 5: Enable the accountability/self-learning system

In order to create a living, self-healing and self-learning system, an accountability of checks and balances must exist. From an individual perspective, steps one and two establish the context for self-learning within the individual system.

Thus far, initial studies with working professionals found a lack of ability to clearly explicate one's core values. Over 97% of the subjects have never written down their personal values or a personal vision statement. Furthermore, defining the context and meaning of a specific value was extremely challenging. After the initial self-inquiry process, participants review the possible alignment of their actual behaviors versus their stated values. By seeking the alignment of values and behaviors, participants are provided the opportunity to change based on their own values system. This process creates true ownership of change. Once participants increase the understanding of their own self, they can then begin to learn to seek the values that underlie other people's behaviors. Rather than delegating or informing people of specific changes, leaders can learn to seek understanding of people and create change from the core of their people. This practice minimizes judgment and seeks understanding, which, if implemented at the global level would solve many cultural and political issues.

The impact of the initial studies using VAsys has led many working professionals to a profound way of being and awareness. If creating a systemic shift in behavior for a global village is the intention, the process of creating an internal alignment is a powerful tool for understanding others around the world. By Dr. Ted Sunwww.executive-balance.com For details of this research and a list of references, please see <http://www.executive-balance.com/education/UNLeadingSustainableChange.pdf>

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

Youth Program Update

"Create your Own Vision" January Workshop for Student Advisory Board



Students from the Student Advisory Board attended this workshop facilitated by Linda Wisler Luft. Students were involved in various exercises that allowed them to envision what their future might look like. Students created "Vision Boxes" by using a collage of pictures representing their future goals. The workshop helped students to establish important positive goals in their lives.

Upcoming Youth Programs:

Leadership Worthington will be sponsoring two summer workshops for youth entering into the 8th grade in the fall of 2010. Students can choose either the First Session on June 17 & 18 or the Second Session on August 13 & 14. For more information please contact the Leadership Worthington at 883-3057.

High School Leadership Program:

The 13th year of our High School leadership development program got underway on Jan. 24th, 2010

29 students are enrolled.

At the opening exercise, the parents and the students met separately to provide input to the following questions:

Students:

#1. What do you think leadership is?

Responses:

* setting a good example, rising to a challenge, productive communication skills, taking charge and being a positive role model, helping each other out and working together.

#2. Why is this important?

Responses:

* nothing would be accomplished, becoming a better person,

preventing chaos, being dependable, and things can run smoothly.

#3. What do you hope to gain from this program?

Responses:

* gaining some excellent leadership skills, add to college application, becoming a better leader for others to follow, life skills, and be able to work better with peers.

#4. Why are you here?

Responses:

* to learn how to help more in the community, become better leaders, lead into college, why not? and becoming a better person.

#5. Leaders who are important to you?

Responses:

* Oprah, Hope For Haiti organizers, teachers and parents, Pres. Obama, people who can rise to the occasion, volunteers

Parents:

#1. Why is leadership important? Responses: * helping to "give back", confidence, social skills, building community, help to get things done, setting a good example

#2. What kinds of leadership skills and styles would you like to see your son or daughter learn this session? Responses: * Learning to focus, more organization, tolerance, improving speaking skills, serving others, responsibility, cooperation, planning and tolerance.

#3. Why should your son/daughter learn these skills? Responses: * To learn respect,, to gain more confidence, to be successful and to move ahead in their life journey, independence and maturity

#4. What would you like your child to gain from the next 6 weeks of class sessions? Responses: * Everything in question #2, meeting new people,, motivation, a broader view of our community, becoming a positive role model

The High School Leadership Development Program embraces all of the above. If you wish to visit any of the class sessions (Sunday afternoon from 2:00-5:00 pm at the Education Center), please check out the website -www.leadershipworthington.org--for the dates and session topics. Call 883-3057 if you would like to visit a class.

Leadership Moments

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

Eight Rules for a Civil Life

1. Slow down and be present in your life.
2. Listen to the voice of empathy.
3. Keep a positive attitude.
4. Respect others and grant them plenty of validation.
5. Disagree graciously and refrain from arguing.
6. Get to know the people around you.
7. Pay attention to the small things.
8. Ask, don't tell

From: Forni, P. M. (2008). The civility solution: what to do when people are rude. New York: St. Martin's Press.

Leadership Opportunities

Organizations

If you would be interested in putting your leadership skills to work "challenging to succeed", take a look at the volunteer position open for Healthy Worthington Coalition, inc.

Check out their website healthyworthington.org

Books for Kids

#1. Best Foot Forward

(a poignant novel about a teenage girl facing challenges and betrayals of the adult business world)

#2. Rules of the Road

Author: Joan Bauer G.P.Putnam's Sons (a division of Penguin Young Readers Group)

Sponsors

Thank you to the following 2010 sponsors of Leadership Worthington.

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Bronze Sponsors:

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- [All State Insurance - Kathi Reddy Agent](#)

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