

Leadership Tri-Cities Class XXI

The journey began at the Reach Beyond Challenge Course...



We started out with the first challenge, learning everyone's name! We then gathered to discuss group safety; emotional and physical. Our goals were to push ourselves to the edge of our comfort zone and from those experiences learn a bit more about ourselves and each other. A few of the activities we participated in were; Name with Action, Three part name game, Bananas, Matching Cards, the Choo Choo Train, Building a shelter, Trust, Mountain, Crossing the River of Acid and another of Lava! And that was all before lunch!

After lunch we went on to high elements; Cat Walk, Zip Line and the appropriately named Pamper Pole! What an amazing experience for everyone!

After a long emotionally charged day we said good bye to our Rope Course Facilitators; Paul, Chris, Christopher, Clem. Shortly thereafter, that night, we met up at the at The Rach for our Board/Class Dinner where we learned about what the coming year had in store for us (and our spouses)!



Upcoming Events

August 26

Training Event

September 16

Agriculture Session Day

October 21

Human Needs & Services
Session Day

Election of Class XXI Officers

President: Kim

Vice President: Justin

**Secretarians: Candice &
Daphne**

Master at Arms: Big John

Social Director: Amber

Communications: Nikki

Photographer: Steve

Early the next morning we were off to our Wenatchee Retreat



What is Leadership?

Mentoring, Direction, Empowering, Collaboration, Serving those behind you?? If people are following you... You are leading!

1. It's intentional
2. It's not about you!

What are your core values? Where are you headed? How do we lead well? Be an authentic leader! Ask yourself, "What does this person need from me right now?"

Three Phases

1. Leading Self
2. Leading Others
3. Leading Organizations

Despite what everyone says, experience is not always the best teacher... Take experience, to reflection, to positive feedback, to new knowledge and focus around you. Without reflection the experience is often wasted. Every day we should each take a few minutes to do this type of reflection; journaling is a great way to accomplish this.

Leadership Development

1. Understanding who you are. What are your core values, leader identity, and formative process?
2. Understanding how you think. What are your biases, cognitive self-awareness, and cultural context?

HELPING LEADERS BUILD
GREAT COMPANIES

www.blue-rudder.com

Matt Kincaid,
Kelly Safrinski,
Doug Crandall,
Kyle Vierck

Improving Communication

Observable
Behavior/Focused on
Behavior

7% Words

38% Tone

55% Body Language

*"Are those around me
better by being around
me?"*

B=f (P, E) Behavior = Function (Person, Environment)

1971 Stanford Experiment - Took several college kids who volunteered and did a study in a mock prison.

Develop the P = Person

Stanley Milgram, 1961 - Teacher; hooked individuals to electrodes, asked assistant to do a higher voltage to see how far people would go.

Elevator experiment – Everyone follows the actor in the elevator (social norms?)

Allow people to ask questions? Why? Intentional?

People begin to become leaders at the moment they decide for themselves how to be...leaders begin by backing themselves, inspiring others, trusting themselves.

Discovering Your Authentic Leadership

Know where you come from and where you are going.
Understand who you are; core values, leader identity, formative process.

Say Anything

Downward directed - anyone who works with you can say anything!

Whether an argument is persuasive is rarely a reflection of its quality, many arguments are not even heard.

Candor- Enormous benefits and consequences from silence.

Candid communication enhances: Innovation, Ownership, Engagement, Performance, Fear of Judgement, Past Experience, Suffocating Power, and Cortisol Levels.



Jimmy V. Speech 1993

Jimmy's Core Values –
Emotion; passionate; hug;
kiss; love

- 1. Laugh**
- 2. Think**
- 3. Emotions move to tears**

One Full Day!

(Start) (Are) (Will Be)

Family, Religion, Green Bay Packers

Remember where you came from!

Dream, Goals, Work for it!!!

Enjoy life and each moment

Enthusiastic Every Day

Work Hard on your Dreams

Don't Give Up

Give Hope to Others

Plea for Cancer/Save Lives

Vulnerability = Trust

Journey Line Assignment

Trace your own life story to delve into your core values, what you believe about people, and your own formative experiences. Be ready to share; we will be sharing at the first LDE meeting.

Think about strong opinions or values, Self-Awareness vs Self-Management, Perspective, People who shape you, Moments, Flashback memories (Flashbulb), Life changing moments, how we think about the world around us can be deeply engrained in us.

Why do I think what I think?



DISC Assessment

Key Points

- Nobody is one particular style
- We are a blend
- People see out most intense factor first
- Personalized DISC reports considers both high and lows in all 4 factors
- The more styles and combos the more likely the group will succeed
- No right or wrong
- Everyone can adapt

D - Dominance/Problem Solve

I - Influence

S - Steadiness

C - Compliance

Example:

D - Police Officers, Marketing, Sales

I - Sales, Marketing, PR, Lobbyist,

S - Designers, Teachers, Caregivers, Mother Theresa

C - Engineers, Auditors, Accountants, Mathematics

Ohme Gardens

Breathing Exercise

Breath in Color

Exhale Grey

Breath in Freedom

Exhale Anxiety

Breath in Love

Exhale Fear

**Leadership Tri Cities
Class XXI
August 2015**



Leadership Tri-Cities Class Expectation

Dress Professional ALWAYS

Be on Time

No Cell Phones

Do ALL PRE LEARNINGS

Leave it better than you found it

Face of Leadership Tri-Cities

Wear Your Name Badges to EVERYTHING!!!!!!

Take all of Surveys in a timely manner – with candor!

Participate

Learn and grow!