



DEVELOPING LEADERS

October 2009

Session 1
Issue 1

Community Leadership Program Attends the Opening Retreat

Amidst the quiet and serene setting of *His Thousand Hills Christian Camp & Retreat Center*, 12 new participants begin their 9 months journey into the world of Leadership. October 1st, and 2nd, 2009 was the first session, an overnight retreat at the rustic lodge located just outside Wellsboro, PA.



Each year the *Tioga County Development Corporation (TCDC)* selects individuals from various businesses and nonprofit organizations throughout Tioga County to participate in **Leadership Tioga County**. The program aims to supply our County with a core group of positive, productive, and contributing individuals. It's designed to provide a unique learning experience giving the tools, motivation, and resources to act.



Christie Blackwell, Leadership Development Coordinator, welcomed the participants as they arrived. Attendees had a chance to meet and greet, and review their leadership binders packed with information about the months to come. The program began at 4:00PM sharp with opening remarks by Robert Blair, President/CEO, *Tioga County Development Corporation*. Since its inception in 2002, **Leadership Tioga County** has successfully graduated seven classes, sending over 93 new leaders into the community. Mr. Blair explained program expectations, guidelines, and the retreat objective, Teamwork. We would be exploring the dynamics, concepts and principles of teamwork.

To help everyone relax and get to know one another, Deb Sawyer, Northcentral Area Health Education (AHEC) led the group in various icebreakers. "Pick a candy", but do so with caution, you will never guess what a bag of M&Ms can reveal. With everyone loosened up, it was time for Team Projects.



Community Leadership Program Attends the Opening Retreat (continued)

Community service plays a vital role in the Leadership curriculum. The 13 participants had been divided into teams, and assigned to one of the following projects:

Public Information Strategy for LIVE - Encourages opportunities for growth and development, provide community services, protect our natural resources and preserve our unique small town atmosphere. The result will be a community where families can LIVE, work, worship, and play together.

Tioga's Got Talent - Develop a cooperative between the local individuals, School Districts, Community Groups, Churches, Adult and Youth Organization and the University to recruit, sponsor and present an annual county wide talent "Extravaganzy

Public Information Strategy for *Leadership Tioga County* - is a local grassroots initiative designed to prepare individuals for community, school and organizational leadership development in order to become responsible participants in their communities, schools and organizations.



After a wonderful, home-style dinner compliments of *His Thousands Hills*, the group gathered in main lodge where Jim Weaver, Tioga County Planner, added a vital tool to the Leadership Belt, the Consensus Circle. Using the consensus process to make decisions engages all member of the circle in a constructive, and creative way. Check out the article on consensus circles on page four of this newsletter.

At the end of Thursday's program, the future leaders had the opportunity to relax while mixing, mingling, networking, and having fun by the bonfire.

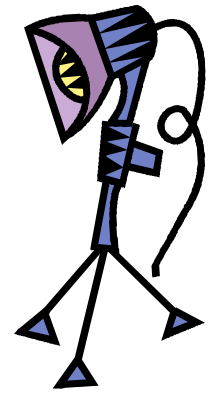
After early morning breakfast, one by one the future leaders took the podium to present their summer assignments. In preparation for ***Leadership Tioga County*** each had been given the task of reading a leadership book of their choice, and prepare a presentation. Strong communication skills are essential for great leadership. The group will continue to refine their public speaking skills through monthly presentations. Practice makes perfect!

One of the first things every leader, or organization, should do is create a mission statement. Stephen Covey has a great quote in his book, *7 Habits of Highly Effective People*. In it, he says, "If you don't set your goals based upon your Mission Statement, you may be climbing the ladder of success only to realize, when you get to the top, you're on the wrong building." To avoid such disaster, the class participants spent the next hour writing personal mission statements. Deb Sawyer, AHEC, helped uncover core values, purpose, characteristics, through a series of thought provoking questions.



Friday afternoon was entirely focused on team building exercises. Paul Burhans, of *His Thousand Hills*, guided the group through a series of activities designed to motivate participants and pool their talents to perform as a team. Team members discover that diversity, trust, cooperation, and effective communication are keys to a team's success.

The CLP Class of 2010 Spotlight Shines On Lori Deitrick



This session's *CLP* spotlight is Lori Deitrick. Lori resides in Morris with her husband Bill and her two children, Crystal age thirteen and Caleb age four. An avid animal lover, Lori also has a dog, cat and three fish. She was born in New York City and moved to Tioga County when she was an infant. Lori received an Associates Degree in Business Programming from Pennsylvania College of Technology and is also a certified Breath Alcohol Technician. Lori has worked for Laurel Health System/Community Support Services for 17 years where she holds the position of office manager. As the office manager, Lori oversees the CMBA Program (Community Multidiagnostic Blood Analysis), serves as back up for three staff members for the guideline program as well as one for the Occupational Health Medical Office Assistant.

Lori is active in many community activities including Special Olympics and assisting the Morris Fire and Ambulance Department with Old Home Days and the Annual Snake Hunt. In her spare time, Lori enjoys reading, cross-stitching and spending time with her family. Her favorite food is seafood.

During the retreat at *His Thousand Hills* Lori enjoyed meeting new people. Her expectations of the Leadership program are to enhance her leadership ability for Laurel Health and improve her public speaking skills. "Be who you are and say what you feel, because those who mind don't matter and those who matter don't mind" is a quote that Lori lives by each day.



"Be who you are and say what you feel, because those who mind don't matter and those who matter don't mind." - Dr. Seuss

Consensus Circle

Often the most logical solution appears impossible to execute because of the lack of support and cooperation. The consensus process strives to emphasize common agreement over differences and reach an effective decision using compromise. A group decision making process that engages all participants, everyone gets a chance to speak, and all must listen. Although there are many different models of the consensus process, the basic roles and rules are the same. There are three primary roles:

1. **The Facilitator** – Their role is to make the process of consensus decision making easier. They are responsible for moving through the agenda on time and ensuring the group follows the rules. They facilitate the process, not the content. A good facilitator is objective, they do offer solutions or conclusions.
2. **The Time Keeper** – They ensure the meeting runs on time, giving frequent updates, warning when time is low, and keep individuals from taking an excessive amount of time.
3. **The Note Taker** – Takes notes. They document decisions, discussion, and action points of the decision making body. The group owns the decision, no names are recorded.

Establish an agenda for discussion, all participants must agree to the ground rules (listed below), each item on the agenda is addressed in turn. The facilitator will begin the process with two or three questions related to the issue at hand. Questions should stimulate the logical, analytical left brain thinking, as well as, the intuitive, thoughtful, and subjective right brain side.

Consensus Etiquette (Rules)

- Active listening.
- Speak, everyone must speak.
- Be Respectful.
- Don't interrupt.
- Use "I" Statements.
- Everyone must get something they want.
- No one should "give in" and just go with the group's decision.
- The decision you make as a group should be supported by all.



Unity is symbolized by a circle. The goal of the consensus process is to arrive at an agreement by all. It attempts to bring every member to unity, everyone wins. Groups that practice consensus often place chairs in a circle within the meeting room to represent equality of all participants.

For more information on the consensus decision-making process visit, www.holisticmanagement.org

Ingredients:

2 ½ cups all-purpose flour
 1 tsp. baking soda
 1 tsp. baking powder
 1 tsp. ground cinnamon
 ½ tsp. ground nutmeg
 ½ tsp. salt
 1 cup granulated sugar
 ½ cup brown sugar
 ½ cup softened butter
 1 cup canned pumpkin
 1 egg
 1 tsp. vanilla extract

Soft Pumpkin Chocolate Chip Cookies!

Directions:

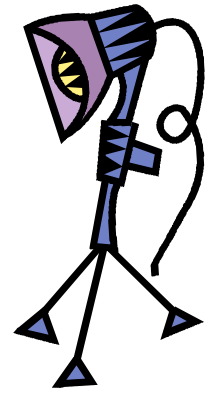
Preheat oven to 350 degrees.

Combine flour, baking soda, baking powder, cinnamon, nutmeg and salt in a medium bowl – set aside. Beat sugars and butter in a large bowl until blended. Add pumpkin, egg and vanilla and beat until smooth. Gradually beat in flour mixture. Add chocolate chips.

Drop by rounded tablespoon on a cookie sheet and bake for 15-18 minutes.

Enjoy!

The CLP Class of 2010 Spotlight Shines On Natalie Kennedy



This session's *CLP* spotlight is Natalie Kennedy. Natalie resides in the Wellsboro area with her husband Francis (like the saint) and her three children, Christine age fifteen, Joshua age fourteen and Faith age ten. She also has a yellow tabby cat named Special. Natalie received a Bachelors of Arts Degree in Studio Art from Mansfield University. For over a year, Natalie has worked for Tioga Publishing Co. as a managing editor. Keeping the appearance and content of the Wellsboro Gazette, assigning stories and photographs as well as contributing her stories and photographs for the newspaper are just some of her responsibilities.

Natalie is involved in community activities including Boy Scout's, which she is the secretary and newsletter writer. For St. Peter's Catholic Church she is a cantor, lector and chair of Dickens of a Christmas. She also participates in fundraisers for Laurel Health. In her spare time, Natalie enjoys drawing, theatre, reading, gardening, cooking and creative arts. Her favorite food is anything with salt, which includes, but not limited to French fries, onion rings, popcorn and Doritos.

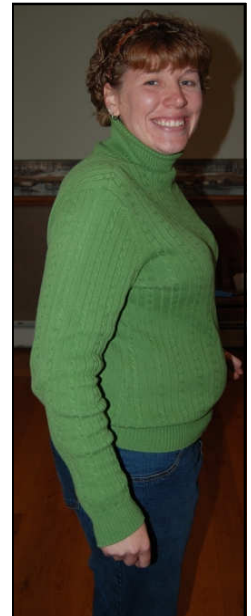
During the retreat at *His Thousand Hills*, Natalie liked the mix of thoughtful and physical activities, being introduced to new people and the food was "pretty tasty" too. Her expectations of the Leadership program are to make a better version of herself and to use what she learns with her family, friends and employer. "Be who you are and say what you feel, because those who mind don't matter and those who matter don't mind" by Dr. Seuss is a quote that Natalie lives by each day.



Check out the word search puzzle below, which is filled with names, locations characteristics and other words related to *Leadership Tioga County* and the *CLP* Program.

Good luck!

T W X J K C E Z U C W S M Z R J V H R E
O I Y N D R K S H N L O G Z I S O Q O L
L M O C T J O J I L N F C M L L T C P C
A E T G Y N L W I G W H W Q I J T Y E R
Y Z P V A H E H M X B E W S Y A W D S I
K F T M W C O M N A A V T K R Q L D C C
Y N W Y U O O N E V E I L Q M K E N O S
Y Y C K O O N U E T C T J Y F C H F U U
L N V I N D V R N M A B O C B G P F R S
D Y S F S B G Z A T M T O P S C M Q S N
P I T X H W L N M E Y T S M P H H L E E
H H W X Y D A N U C K P X N X R X Y D C
I N S D P G Z R J U S T U U O L O M P N
L N L L E W K C A L B E I T S I R H C O
Z K L M R O B E R T B L A I R N S F V C
Z X E I E G G C L T Z T I Z S R V S X E
E N A J U M U K U C J S X Z Q Q S F I R
T R A E R I F P M A C U X V P H E A K M
B S D H E I S H E Q F R X D S H C N M F
U L A W C B F U E G M T O J S G D I A A



CAMPFIRE
CHRISTIEBLACKWELL
CONCENSUSCIRCLE
HIS1000HILLS
HOLISTICMANAGEMENT
JIMWEAVER
MISSIONSTATEMENT
ROBERTBLAIR
ROPECOURSE
TCDC
TEAMWORK
TIOGACOUNTY
TRUST



Youth Leadership Program Studies Diversity

On October 6, 2009, Diversity was the topic for the *Tioga County Development Corporation Leadership Tioga County Youth Leadership Program Class* of 2010. The class participated in Session 1 **Living in a Diverse Community** at Mansfield University. The Session was sponsored by Mansfield University.

M.D.L. (Mighty Diverse Leaders) was the team assigned to Session 1. Team Members are Jade Christman, Wellsboro High School; Ashely Hanes, Elkland High School; Tyler McClure, North Penn High School; Richard Lee, Cowanesque Valley High School & Hannah Smith, Wellsboro High School.

Team 1 did a presentation on “How Diverse is Tioga County”, the Mansfield University Leadership Institute did presentations for the group and Jeff Himes, Penn State Cooperative Extension presented exercises on the importance of values & ethics from the Penn State University Learning Today, Leading Tomorrow Curriculum. The Class of 2010 also presented on their Family Tree, highlighting information on their family heritage, family heirlooms and traditions.

Session 2, **Healthy Communities**, will be held at Soldiers & Sailors Memorial Hospital in Wellsboro on November 3, 2009.



Pictured from left to right: Richard Lee, Ashley Hanes, Jade Christman, Tyler McClure and Hannah Smith giving their presentation on “How Diverse is Tioga County?”