Developing Leaders

October 2006 Session 1

Issue 1

Community Leadership Program Enters Fifth Year!

HIS Thousand Hills near Wellsboro was the setting for the overnight retreat held on October 5th and 6th for members of the *Community Leadership Program (CLP)* Class of 2007. This is the 5th year for the Program that is part of the *Tioga County Development Corporation's (TCDC)* **Leadership Tioga County.** The retreat serves as the starting point for the program that will last for nine months, with one session being held each month. This overnight experience gave this year's 15 participants a chance to meet and learn more about each other, learn more about the *CLP*, participate in team building activities and have a little fun.

Back Row L to R: Brian Nowak, Christie Blackwell, Mike Goodreau, Stacy Dreibelbis, Mark Janelli, Mary Aumick, Shari Johnson, Sue Sticklin, Chris Hurler, Bob Blair

Front Row L to R: Chip Krusen, Leslie Shelhamer, Adrienne Snyder, Joyce Fleming, Greg Cummings, Beth Weiskopff, Annie Ostrom, Alexis Taft, Marlene Doan

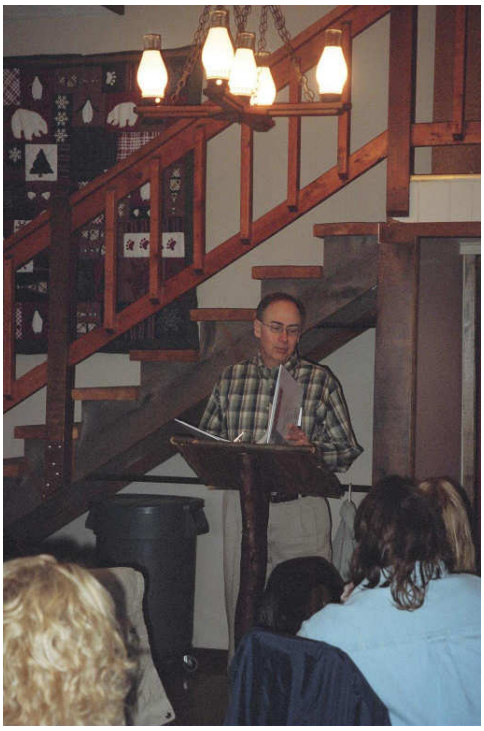
The retreat began with opening remarks by Robert J. Blair, President/ CEO of the *Tioga County Development Corporation*. The *CLP* co-chairs—Brian Nowak of Ward Manufacturing, Inc and Sue Sticklin, Laurel Health System introduced those individuals involved with the session and went over the program expectations, schedule and projects. Deb Sawyer, Northcentral Area Health Education Center (AHEC) led participants in ice breaker games to get everyone involved and to learn more about each other.

One of the objectives of the *CLP* is to give participants the tools and motivation to become more active in community organizations. The participants are selected employees from various businesses and nonprofit organizations throughout Tioga County. This year's class members are: Mary Aumick, Mansfield, Laurel Health Center; Greg Cummings, Tioga, Larson Design Group; Marlene Doan, Osceola, Northcentral AHEC; Stacy Dreibelbis, Lawrenceville, Citizens and Northern Bank; Joyce Fleming, Covington, Laurel Health System/Bradford-Tioga Head Start; Michael Goodreau, Wellsboro, Citizens and Northern Bank; Chris Hurler, Westfield, K&W Medical Specialties; Mark Janelli, Wellsboro, HN Automotive Inc.; Shari Johnson, Mansfield, First Citizens National Bank; Chip Krusen, Tioga, ACP Manufacturing Inc.; Annie Ostrom, Liberty, Ward Manufacturing, Inc.; Leslie Shelhamer, Elmira, Mansfield University; Adrienne Snyder, Coudersport, Citizens and Northern Bank; Alexis Taft, Elkland, Owlett & Lewis, PC; and Beth Weiskopff, Blossburg, First Citizens National Bank.

Tioga County Development Corporation

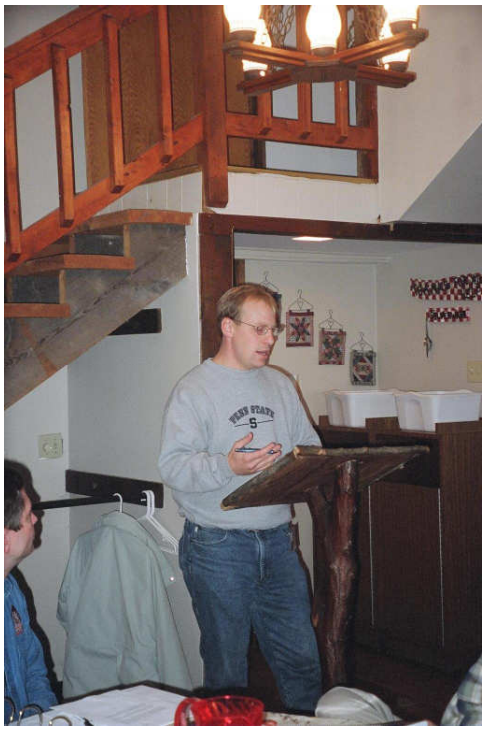
Following dinner and a time for teams to learn about their respective community projects for the year, Jehanna Howe, Tioga County Conservation District, led the group in a "consensus circle". The exercise is designed to allow each individual to voice their view on a topic as everyone else listens, without interrupting. Everyone is given the same opportunity to speak. The circle can be used in different settings where it is important that everyone is involved in a discussion, it also allows everyone to practice listening skills and patience.

There was then time for informal socializing including a bonfire, s'mores and a volleyball game.



The second day of the retreat began with presentations given by each participant based on a book on leadership that they had previously read for the program. The presentations were an opportunity for everyone to have a public speaking experience and to learn about different leadership views.

Deb Sawyer, Northcentral AHEC, led the group through exercises to develop individual mission statements. These statements will be further developed as the program progresses.



John Madsen, *HIS Thousand Hills*, then talked with the group about teamwork. He followed up with some exercises to help the *CLP* group develop as a team. The exercises were fun, challenging and helped everyone to "think outside the box." As the program continues for the next nine months, the class will attend sessions on the following topics: Healthy Communities; Organizing for Action; Business and Economics; Continuous Learning and Workforce Development; The Political Process; Technology Information, Literacy and Communication; and Quality of Life. They will also be participating in community projects.

The class of 2007 would like to thank the *TCDC* Board of Directors for sponsoring the opening retreat, all those individuals who led/participated in the session and each of their respective employers for their support and the opportunity to participate in this program. For more information on the ***Leadership Tioga County*** *Community Leadership Program* please contact Christie Blackwell, TTEC/Workforce Coordinator at (570) 723-8232 or tcdc6@ptd.net.

Communities We Live and Work In

Blossburg	B	U	F	W	E	L	L	S	B	O	R	O	N
Corning	L	G	A	S	G	A	H	A	N	A	B	C	O
Coudersport	O	N	M	L	H	W	H	G	O	L	L	O	A
Covington	S	I	I	K	N	R	C	O	X	O	X	V	M
Elkland	S	N	L	I	M	E	M	I	L	E	W	I	E
Elmira	B	R	Y	A	D	N	Y	T	E	C	F	N	R
Lawrenceville	U	O	S	S	Y	C	R	C	F	S	O	G	I
Liberty	R	C	O	U	D	E	R	S	P	O	R	T	C
Mansfield	G	E	W	E	O	V	U	D	H	B	N	O	A
Osceola	U	I	D	L	E	I	F	S	N	A	M	N	I
Tioga	D	P	M	P	I	L	I	B	E	R	T	Y	C
Wellsboro	F	Q	T	H	D	L	E	I	F	T	S	E	W
Westfield	A	R	I	M	L	E	L	K	L	A	N	D	A

Consensus Circle

Consensus Circles are used by many groups and organizations as a method to make decisions and resolve conflict. The concept of the consensus circle is that a group engages in discussions to try to come to an agreement or better understanding of an issue. The intention is for each individual involved to speak freely without interruption and to listen actively as others speak.

The basic levels of a consensus circle consist of the following:

- Introductions used to clarify the process and present issues
- Group discussions
- Identify and list concerns
- Resolve and clarify concerns

For the consensus circle to work well, the process must be conducted in an environment which promotes trust, respect, and skill-sharing. For more information on the Consensus Circles visit: www.ic.org/pnp/ocac/

The Ropes Course

One of the highlights of the *CLP* retreat was the segment conducted by John Madsen, HIS Thousand Hills, on teambuilding. John started by explaining ACTS to us.

Attitude

Communication

Teamwork

Safety

He explained how each component is very important and gave examples of how each one could affect a team positively and negatively. After this discussion John engaged us in a preliminary teambuilding challenge to get us thinking outside of the box. We then split up into two teams and headed out into the woods to take on "The Ropes Course". We all wondered what we were in for. "The Ropes Course" consisted of five challenges for us. The "Spider Web", "Acid River", "By Pass Log", "The Whale" and the one that made us all really wonder if we had gotten in over our heads, "The Wild Woozy". At each area we were told what the challenge was and were encouraged to first develop a plan and then complete the challenge.

"The Spider Web"

The challenge was that we were in a cave and this huge spider web was in our way. There was no way around it and we needed to get through the web without touching it so that we did not wake the big spider above us. The catch was that we each had to go through a different hole in the web. If we touched the web, that hole was blocked off and we had to come back to the other side. The holes were of various sizes and heights.

"Acid River"

For this challenge there were several squares on the ground and we had three boards with which we had to get our entire team to the other side of the "acid river" without touching the "water". If one of the boards touched the ground we lost that board and if a team-member touched it we had to start over. To throw an extra element in the mix we had to attempt to do this without talking. We then tried again being able to talk to show how much of a difference communication makes in building teamwork.

"By Pass Log"

Each team was directed to stand on top of a long beam. We were then told to get in order by birth date without talking or leaving the beam. This one got real interesting and we all got to know each other pretty well.

"The Whale"

Balancing was the key for this challenge. Our teams stood on top of "The Whale" and we were asked to make it balance. We were then challenged to have two specific team members switch sides without letting either side touch the ground.

"Wild Woozy"

This challenge was all about trust. We were asked to pair up with someone and by relying on each other maneuver across a wire between two trees. We needed to go all of the way to the end, touch the tree and come back. The wires started out close together and by the end you really had to lean on and trust your partner.

CLP 2007 Future Graduate

October's featured leader of the month is Chip Krusen, a member of the *Community Leadership Program (CLP)* Class of 2007. He is employed by ACP (Automotive Casting Product) located in Lawrenceville, a part of Ward Manufacturing, Incorporated of Blossburg. As Stockroom Supervisor, part of his responsibility is to work on the Value Stream Mapping process for the plant. As a Facilitator in Lean Management, this helps Chip to provide a direction in which to go.

Chip is a former resident of Chemung County, New York and a current resident of Tioga, PA for 10 years. He is married to Penny, a local hometown girl, with 4 children: Kaitlyn 17, April 16, Taylor 7 and Cameron 4. He is looking forward to his year in the *Community Leadership Program* for Tioga County. Meeting new people, gaining new friends and learning what insights the communities and businesses that make up Tioga County have.

After spending two days with 18-20 people he didn't know very well, Chip found the event very insightful and refreshing. He learned more about individuals who were there and found out that some of them live only a ½ mile from his current home in Tioga. A neighbor in his close community he has never met is a good example of it.

The challenge course was a good experience. The ability to learn more about your group outside the normal circumstances of a classroom session was very interesting. Chip enjoyed the book reports that were presented by his classmates and found them to be very helpful. Overall, the mentioning of not having much time to read proved beneficial in the selection of future books to read to learn more on leadership.

Photography is something he enjoys in his spare time. Relaxing, while doing senior students portraits and using nature as a backdrop is an ultimate joy. Taking the time to show me some samples of pictures he has taken, Chip was expressing the joy it gave him in taking and sharing them with me.

Chip was a quiet person while talking with him for the interview. I felt he has a lot to offer and a knowledge he is willing to share when asked. As you meet him, take an opportunity to talk and learn more about him personally. I won't give out his true given name, but I assure you it's not Chip. If you ask, he will smile and tell you.

Youth Alumni Interview

Jehanna Howe
YLP Class of 2000

The featured Youth Alumnus for the month of October is Jehanna Howe. Jehanna is a graduate of the *TCDC Leadership Tioga County Youth Leadership Program* Class of 2000. She is currently employed by the Tioga County Conservation District. Jehanna led a discussion on Consensus Circles during the first session of the 2007 Adult Leadership Class. Since Jehanna is an alumnus for the first Youth leadership class and this was her first time leading a discussion on Consensus Circles, we were interested in how she felt the discussion went.

How did you feel teaching the consensus circle for the first time?

I've participated in several Consensus Circles, and each one has gone differently than the rest. In my opinion, the success of a consensus circle really depends on two things: first is the leader's ability to guide the course of discussion without dominating the group. And most important of all is the open-mindedness and participation of the people in the circle. So I was nervous about my ability to explain the Consensus Circle to the group, to make everyone feel comfortable speaking, and also whether the group would be engaged and willing to try it out.

How do you think the session went?

I think the session went very well, and I attribute that success to the attitude and hospitality of the group. At the beginning, I mentioned how intimidated I was to be the youngest person in the room, speaking about leadership to a group of adults who probably new much more about leadership and responsibility than I would for a long time to come. With that on the table, the group became very engaged and supportive of the activity, of me, and of each other. Everyone seemed to be consciously listening to what the other people in the room had to say, and providing thoughtful answers of their own as well. I think all of us, especially the quieter individuals in the group, were able to trust each other enough to really open up and make the circle work extremely well.

How can you apply the consensus circle, if you do, to your job? Or your daily life?

Obviously, we don't always have the time to sit down in a Consensus Circle and discuss our daily decisions and feelings. But even on a personal level, I am beginning to find that my daily interactions with friends, family, and coworkers go much more harmoniously and productively when I use the concepts of the Consensus Circle to guide my own behavior. The most important of those concepts is listening- really listening when another person is speaking. One saying that goes with the Consensus Circle is that, "Communication is not the problem- Listening is." When we listen intently and respectfully to what another person is saying, whether we agree or disagree (and whether they are screaming or whispering), we allow ourselves to move in the direction of real progress and toward finding solutions that benefit everyone involved.

The *Tioga County Development Corporation* **Leadership Tioga County** *Youth Leadership Program* began its eighth year on September 20, 2006 with the **Orientation & Team Building** Session at the W. M. Tokishi Training Center, Wellsboro, PA (NYPUM Building). The *Youth Leadership Program* Class of 2007 participated in Team Building exercises such as high and low ropes course activities. These activities provided students an opportunity to acquaint themselves with their teammates and fellow classmates. The *YLP* Class of 2007 are from Northern Tioga School District: Houston B. Baker, Joshua T. Butler , Janna S. Heyler, Kristie L. Keill, Brian J. Koellner, Katelyn C. Russell, Tiffany L. Schmidt, Levi S. Turner, Kathryn L. Updyke & Cynthia M. Wilbur; Southern Tioga School District: Patrick W. Albor, Dakkari J. Ayers, Katie L. Bastian, Nicholas C. Bowne , Travis R. Hagar, Cady M. Jaquish, Rebecca A. Ostrom , Nicole L. Sargent, Megan M. Slater and Erica L. Wilson; and Wellsboro Area School District: Cassandra M. Banik, Sarah A. Bull, Vanessa M. Cornell, Yvonne L. Deblois, Jannelle M. Knaus, Corvin K. Oberholtzer, Jessica S. Palmer-Bacon, Katelin Peropat, Kristin N. Stam, Lacy M. Young.

The *Youth Leadership Program* Session 1 **Living in a Diverse** Community will be held on Wednesday, October 19, 2006 at Mansfield University Mansfield, Pennsylvania.

Caption describing picture or graphic.