



# Developing Leaders

February 2007 Session 5

Issue 5



## Continuous Learning & Workforce Development

Tioga County's *Community Leadership Program (CLP)* class of 2007 held its fifth session, **Continuous Learning and Workforce Development**, on Friday February 2, 2007. The session was held at Pennsylvania College of Technology/North Campus located in Wellsboro, Pennsylvania. Session five objectives focused on increasing awareness about different learning styles, continuous learning, and leadership styles. Presenters for the day's session included Brenda Abplanalp, Director of Outreach Services/North Campus, Pennsylvania College of Technology; Susan Sweet, Director of the Center for Lifelong Learning at Mansfield University; Ferlin Patrick, Director of Physicians at Laurel Health Systems; Candy Baran, Director of Workforce Development at Pennsylvania College of Technology; and Sue Sticklin, Laurel Health System/CLP Co-Chair.

Brenda Abplanalp welcomed us and gave us an overview of the day's schedule. Following opening remarks, Brenda introduced adult learning styles to the group. She informed the class that the way a person learned as a child may not be the same way they learn as adults. Participant learning styles were measured using the VARK formula. Each participant completed a VARK survey prior to the session. The VARK system represents the visual, aural, reading/writing, and kinesthetic learning styles. A visual learner likes demonstration, charts/graphs, tends to be well organized and may be distracted by motion. An auditory/oral learner likes lectures, not afraid to talk, and tends to be distracted by sound. A reading/writing learner learns best by reading or writing. A kinesthetic learner learns by doing, is usually mechanically minded, may be fidgety, and tends to get distracted easily.

Susan Sweet followed Brenda Abplanalp with a presentation on personal development and continuous learning. She introduced the group to the opportunities through Mansfield University's Center for Lifelong Learning. The presentation focused on the importance of continuous learning and the necessity for individuals to acquire new skills in the ever changing workplace.



*Tioga County Development Corporation*

Ferlin Patrick then discussed the three E's of Leadership: Emotion, Energy, and Edge. Emotion not only involves having passion but also enthusiasm and being able to articulate well to get the point across. Energy is the key to implementing your leadership abilities. Edge is a combination of knowledge, tenacity, courageous values to propel people forward, and ability to make the tough decisions. Ferlin wrapped up his discussion by challenging the class to accept personal responsibility for continuous learning, personal actions, and character. As well as choose our attitude and have emotional energy and edge.

Candy Baran covered workforce development and employee training. This segment focused on the needs for training within an organization and the stages in developing a learning organization. A learning organization will generally see higher employee productivity and lower turnover rates, improved employee morale and commitment, as well as a more flexible and adaptable workforce.

The class was introduced to the importance of volunteerism by Sue Sticklin. She encouraged the class to find opportunities that interest us to volunteer and we won't regret it.

Spread throughout the day were individual five minute presentations by the class participants on one of the following topics:

1. Select an excerpt from the leadership book you chose to read and explain how it relates to leadership and yourself.
2. Select an employment experience which you have been involved in which relates to leadership and how it worked for you.
3. Select a leadership skill you choose not to perform (such as Public Speaking). Describe how you get out of performing it and how this effects your position.

It was very interesting to hear how everyone has used what they have learned in the CLP in their daily lives/jobs. Also it was apparent all of the presentation practice the CLP has required of the participants is clearly paying off.

Websites for further information:

[www.wednetpa.com](http://www.wednetpa.com)

[www.mansfield.edu](http://www.mansfield.edu)

<http://wdce.pct.edu/northcampus.htm>

[www.pct.edu/](http://www.pct.edu/)

[www.tcdc-pa.com](http://www.tcdc-pa.com)



## Quotes from the day:

- Use it or lose it.
- Work as though you are in business for yourself.
- Knowledge is a perishable commodity.
- It is our challenge to keep changing personally, so we can be in position to take advantage when the opportunity comes.
- The significant problems we face cannot be solved at the same level of thinking we were at when we created them. – Albert Einstein.
- Insanity – doing the same thing over and over and expecting new outcomes.
- Only those who constantly retool themselves stand a chance of staying employed in the years ahead. – Tom Peters.





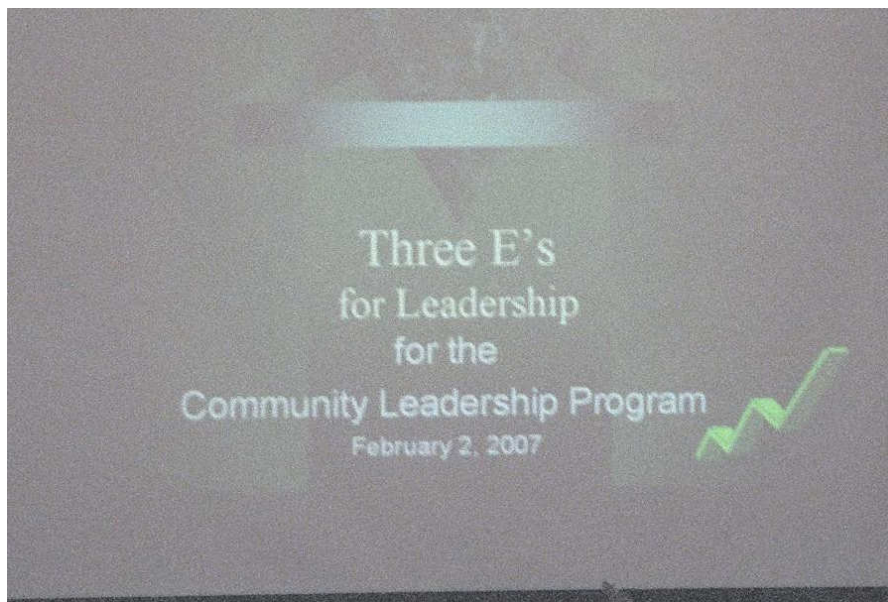
## FUTURE LEADER PROFILE

Alexis Taft is a current member of the *Community Leadership Program* Class of 2007. Alexis is the receptionist and accountant assistant at Owlett & Lewis, PC in Wellsboro and she resides in Elkland.

Alexis is a graduate of Elkland high school and the Pennsylvania College of Technology/North Campus. She has an associate's degree in Business Management and Computer Science. Alexis enjoys her current position at Owlett and Lewis, PC as there is always something different to do. She is also currently the treasurer for the Elkland Fire Department.

Finding out about and seeing the different things in Tioga County is what Alexis has enjoyed most so far in the *CLP*. She hopes to be able to handle anything that comes her way through her *CLP* experience. She hopes to learn how to be more assertive and how to handle difficult people.

Alexis enjoys spending time with her family and friends. She also enjoys painting classes and taking walks with her two dogs—a poodle and a black lab.





# FIRST CITIZENS NATIONAL BANK

*Your Success Is Our Mission™*

## Employer Interview

First Citizens National Bank has sixteen branches in Tioga, Bradford and Potter Counties in Pennsylvania and Allegany County in New York. The focus is to provide consumer and commercial products and services to the communities that are served. First Citizens National Bank is very committed to the communities that it is involved in and their employees are encouraged to be involved as well. The mission statement for First Citizens National Bank is "We recognize that our customers are the reason for our existence. Our mission is to be the dominant financial services provider in our marketplace. We will establish ourselves apart from other financial vendors by providing service excellence to our customers through satisfied, motivated, professional employees and a profitable range of financial services to meet the customers' changing needs. It is also our mission to profitably satisfy shareholder performance expectations and to be an active citizen of the communities we serve."

One example of community involvement by the employees is their involvement in The American Cancer Society Relay for Life. This started as a grass-roots effort by a few employees and has grown to approximately 60 team members. The First Citizens Cancer Classic Golf Tournament began as part of this effort. The tournament has raised over \$65,000 for The American Cancer Society since it was started in 2000. Overall the First Citizens teams have raised over \$74,000 in just the past four years.

First Citizens National Bank has recognized the importance of the *TCDC Community Leadership Program* and has had and will continue to have employees involved in the program.



## Public Speaking

In Session 4 of the *Community Leadership Program*, Linda Williams gave the group a few pointers for Public Speaking. The biggest part is to be prepared and know your audience. It is important to show enthusiasm and get the audience involved in the topic. Here is a simple outline you can follow to be successful:

1. Introduction - Tell the audience what you are going to tell them
2. Tell the audience
3. Closing- Tell the audience what you told them



*An Invitation*  
*4th Annual*  
*Recruitment & Reunion Mixer*  
**Leadership Tioga County**  
*Community Leadership Program*

**March 22, 2007**  
**6:00 pm – 7:30 PM**

*Gmeiner Art & Cultural Center*

134 Main Street  
Wellsboro, Pennsylvania 16901  
(Behind the Green Free Library)

Please join us for an informative and fun evening where you will learn about the *Tioga County Development Corporation's Leadership Tioga County Community Leadership Program*. Our 4<sup>th</sup> Annual Recruitment & Reunion Mixer will bring together businesses & community leaders to discover the benefits to your business or organization by having your employees involved in *Leadership Tioga County*. You will have the opportunity to mix with past and present *CLP* members as well as listen to speakers enlighten you with goals & expectations of the program & share some first hand experiences from the program.

If you have an employee you feel should be in *CLP*, or has asked you to join, bring them along. Please **RSVP BY MONDAY, MARCH 12, 2007** to Carolyn at (570) 723-8232 or [tc2@ptd.net](mailto:tc2@ptd.net).



The *Tioga County Development Corporation's Leadership Tioga County Youth Leadership Program Class of 2007* participated in Session 5 **Communication, Arts & Entertainment** on February 7, 2007. It was coordinated by Patricia Davis and Jodi Wieder. The Session was sponsored by the Wellsboro Rotary Club & Elmira Savings Bank. It was held at the Gmeiner Art & Cultural Center, the Tioga County Historical Society and the First Presbyterian Church in Wellsboro, Pennsylvania. The Class of 2007 explored the monthly Art exhibit, "Our Heritage", at the Gmeiner Art & Cultural Center and had a chance to hear from the artist himself, Bob McCloskey of Harrisburg, Pennsylvania. Students also had a chance to be interviewed live on WNBT's Radio Show "Coffee Break with John" hosted by Lynn Grinnell and Master Gardener, Sue Sticklin, taught the students how to express their feelings through floral arrangements, compliments of the Wellsboro Garden Club. Pictured (from left to right) are the members of the Team 5 **LEAD STRONG** Houston Baker, Cowanesque Valley High School; Brian Koellner, Elkland High School; Bob McCloskey, Artist; Kristin Stam, Wellsboro High School; Vanessa Cornell, Wellsboro High School and Rebecca Ostrom, Liberty High School. The next session, Local, State and Federal Government will be held on Thursday, March 29, 2007 at the Tioga County Courthouse.