



Leadership Development Round Up! March, 2022

This brief follow-up from our strategic planning work is a quick reminder of the steps that are necessary to ensure our strategic plan is executed with efficiency and effectiveness.

Each of you play a role in this through teamwork, influence, and accountability. The “Start Moving Mountains” platform will be our gathering place (Forum) to communicate and I am happy to become your *accountability coach* through the entire process. We can have quarterly “pulse meetings” to ensure momentum and direction. We are also happy to work with whomever will be championing the Van Wilgen’s Group Space.

Top Five Take-aways from Day Two:

Communicate with Clarity (Start with Why!)

It isn't easy to provide clear, concise instructions to your team: The Paper Exercise. Focus on “Begin with the end in mind” and ensure you are inviting feedback all the way through the process. Leadership is a two-way street of communicating and listening.

Red Train Thinkers not welcomed!

Getting everyone aboard the “Blue Train” of thinking is vital to the success of our plan. Working with the Willing and Able, developing the Willing and Unable, Coaching the Unwilling and Unable and separate the Unwilling and Able folks from the team. I'd rather have less people that are more committed than more people that are less committed.

Teach them How to Fish:

When it comes to resolving conflict, most of the conflict in any human interaction is Level One—Facts and Data. Be the leader that teaches them how to resolve conflict at their level. Let them lift their own weights to strengthen their interpersonal skills.

Make Beds: Compassion is Key

Be the leader that is willing to do whatever it takes to build trust. It's not only the roles and responsibilities of a manager, but the relationships and respect that is earned in doing so. Building and earning respect and trust takes a long time...and even longer for some folks. And it also takes a very short time to lose it as well. Earn it...protect it!

Our Values Guide Us: In Everything We Do!

- **Team** - Reliable, Experienced, Adaptable
- **Integrity** - Honest, Respectful
- **Passionate** - Inspired, Knowledgeable
- **Fun** - In Everything We Do

Use them during your huddles every day to engage your team!