

LEADERSHIP UNTAPPED

VOLUME 1, ISSUE 3 MARCH 2010

MANAGING THE DREAM - LORETTA THIRTYACRE



MCLP President-Elect

Sometimes, quite by serendipity, you have unexpected opportunities cross your life's path that are such gifts. Mine recently came in the form of speaking to an 87-year-old man who still knows how to dream.

As we were in the early stages of planning for our April 3 graduation, I took a long shot and wrote to Max De Pree's organization. He is the author of *Leadership is an Art*, a wise soul who believes a leader's role is to liberate people to do what is required of them in the most efficient and humane way possible.

I received a polite note from the administrator of his foundation kindly saying Mr. De Pree had long retired and rarely made public appearances anymore. I thanked her for her time and figured that was the last I'd hear from them.

Low and behold, not even one hour later, I receive a personal call from Mr. De Pree asking how he could help. This man from Holland, Mich., renowned author and worldwide expert in leadership, was calling **me** to see how **he** could help MCLP. Wow!

JOIN US FOR THE BREAKFAST GRADUATION CELEBRATION

<http://public.bn-mclp.org/wp-content/uploads/2010/02/graduation-pdf.pdf>

Although he's unable to travel to be with us on April 3 (but he did offer his hospitality if we'd travel to Michigan), he had some inspirational words to share for you as you embark on this important graduation day.

In his aged voice, he said, **"Tell them – Leaders manage the dream."** He went on to say leaders have the capacity to create a compelling vision, one that takes people to a new place, and then translate that vision to reality.

"Tell them their first responsibility is to define reality. The last is to say thank you. And, in between, the leader is a servant."

Mr. De Pree gave us all an early graduation gift. A gift of his wisdom, a gift of his insights and, most of all, a gift of being a role model for all he believes about leadership.

Mr. De Pree walks the walk. He talks the talk. And his passion still blooms as bright as the tulips in his hometown in the spring. He believes. He cares. He is a leader.

What will your leadership legacy be? How will you make your leadership mark on the world? Hopefully, at age 87, you'll still be going as strong as our friend, Mr. De Pree.

SPECIAL POINTS OF INTEREST:

- *Intrinsic Mentoring*
- Heather Butler Taylor
- *COOP: Continuity of Operations Plan* - Cathy Grafton
- *Generosity in Leadership*
- Sue Kirk
- *Generational Diversity*
- Julia Turner
- *Success, Leadership, & Relationships* - Steve Garland
- *An Idea Whose Time Has Come*
- Deanna Frautschi



INSIDE THIS ISSUE:

A GREATER CALLING	2
THE PROCESS	4
2 CENTS	6
PAYING IT FORWARD	6
SERVANT LEADER	7
THE POWER TO FAIL	9
WHY IT MATTERS	11-12



Lauren Kim
MCLP 2010 Class
Participant

"IN RECKLESS SELF REFLECTION, I CAME TO THE CONCLUSION THAT LEADERS, FACED WITH THE TEMPTATION OF APATHY AND SELF GLORIFICATION, ARE FURTHER CHALLENGED TO DEMONSTRATE A LIFE OF SERVING WITH MUCH CERTAINTY, REGARDLESS OF THE SOCIAL ISSUE."
- LAUREN KIM

A GREATER CALLING: COMMITTING TO THE PEOPLE - LAUREN KIM

Blue grass band, Nickle Creek wrote in their introspective song, *Doubting Thomas*, "Sometimes I pray for a slap in the face. Then, I beg to be spared 'cause I'm a coward. Can I be used to help others find truth, when I'm scared I'll find proof that it's a lie?" Since my experiences with racial intolerance, I had thought my sole purpose was to find methods of racial reconciliation. Upon reading the fall 2009 issue of *Teaching Tolerance*, when Afi-Odelia Scruggs argued that "colorblindness [is] the new racism," I was still more zealous about this specific social issue. However, as my world collided with students, families and peers in the community, I became more familiar with the multitude of ugly oppressive faces of sexism, generational poverty, abuse, abandonment, and the like. And since many of the community leaders and speakers purported that relationships are indeed the heart of leadership, I devolved into more confusion, as I built relationships with others. How was I to assist or involve myself in the righting the burdens of our society?

I hope I am not the only person that questions the truths and values in the journey of finding their life calling. In my initial commitment to the Multi-Cultural Leadership Program, I hoped that the sessions, presenters and

participating community leaders would tell me the formula to be a successful leader and ultimately, how to be a most effective global citizen. Yet in the midst of learning about our community and characteristics of leadership, I disgracefully turned away. The mirror I faced earnestly spoke of strengths yet developed and weaknesses of pride and self doubt that I had yet to address. In reckless self reflection, I came to the conclusion that leaders, faced with the temptation of apathy and self glorification, are further challenged to demonstrate a life of serving with much certainty, regardless of the social issue.

In sessions varying from the poverty simulation to strengths tests and beyond, it became very clear that it is not the boom of the voice or the weight of the bat. Leadership was not about a title, money we make or affiliation with which nonprofit organization. It is a matter of character, integrity and a choice to commit to the greater calling, regardless of self doubt or unappreciative audiences. It seems this calling is not one of dog and pony shows or one of complete certainty; rather, the Great Calling of leadership is a commitment to the people in which we must choose to serve.

INTRINSIC MENTORING - HEATHER BUTLER TAYLOR

Over the past few years I have conducted executive coaching for senior executives in a major consumer foods and a large manufacturing company in the Midwest. I've coached several executives for both organizations and with the exception of one African-American and one White woman; all of my coachees have been White men.

What I have learned over the years is that despite your level of success in an organization and the color of your skin, there are some basic things we all can do to mold our leadership character. Here are a few tips I find I am consistently giving to whomever I find myself

coaching, regardless of the industry, level in the organization, or group identity membership the individual may hold:

Be Your Own Mentor. Just like the old cliché, 'you can lead a horse to water but you can't make him drink', don't leave all the work to your mentor. You have to drive the bus and your mentor should be in the passenger seat next to you holding the map and helping you read it. Adults learn best by having a say in what they will do and how they will do it.

Continued on next page.

INTRINSIC MENTORING CONTINUED

If your mentor is telling you what to do, doing all the talking, or handing over a predetermined Individual Development Plan, list of books to read, or classes s/he wants you to take, s/he is taking a paternalistic role in your development. Take ownership for your own learning and use your mentor as a sounding board or thought partner. You are responsible for your development. If you are not getting what you want out of your mentoring experience look in the mirror and ask yourself what you need to do differently, don't blame your mentor.

Be Committed to Your Own Learning

Another analogy I like to use with the coachees I work with is to tell them the story of when the chicken and the pig were asked to make breakfast. Sure, the chicken was involved but the pig was committed. I tell my coachees I will be just as committed to their development as they. I will work just as hard as they will but they are ultimately responsible for their own learning. But, they are only going to go through the motions and do the bare minimum they need to tell me.

Identify Stakeholders. I also suggest my coachees identify three stakeholders who can give them 'real time' feedback on their development. I do this because most of my coaching is done virtually (i.e., over the phone and through email). Since I do not see them in action I strongly encourage them to pick three people who would notice improvement in their leadership character over a period of time.

Factor In Multicultural Feedback. Just as you may recall the multitude of perspectives we discussed during the Ecotonos session I conducted with you last year, you will benefit greatly by having a multicultural perspective when soliciting feedback. I encourage you to seek feedback from those that look like you

and those who do not. This is something I have done myself for years. For example, as an African-American woman, I have an African-American woman, one of similar age, in my network of feedback partners. I also have a White man who is two decades my senior, and an African-American man 10 years my junior. I constantly seek feedback, advice, and perspective from 'different others' to check for similarities and differences in opinion by group identity. I often talk with each about the same situation to get a holistic perspective. I am often amazed at the difference in what each has to say about the same situation. I take them all into account which helps me make a better and more informed decision.

Leverage MCLP Members. Network with the members in your program who share the same and have different group identities than you. This isn't something I can advise to my coachees since they are not members of this program. I simply suggest they find three people (perhaps the same stakeholders previously mentioned) who can provide them a diverse perspective. I usually ask them to select someone outside of their function, someone with a lot of experience in the company, and someone outside of the company.

You have a fabulous opportunity with your fellow participants in this program. Utilize each other and learn from each other. My hope for each of you is as the program draws to a close you will continue to have conversations with one another as your leadership careers continue. You have had the benefit of a shared experience through the Ecotonos session and the entire program. Use each other and this program as a foundation for your continued learning and leadership development and all of you will surpass your ambitions.



Heather Butler Taylor
MCLP Presenter

"WHAT I HAVE LEARNED OVER THE YEARS IS THAT DESPITE YOUR LEVEL OF SUCCESS IN AN ORGANIZATION AND THE COLOR OF YOUR SKIN, THERE ARE SOME BASIC THINGS WE ALL CAN DO TO MOLD OUR LEADERSHIP CHARACTER."
-HEATHER BUTLER-TAYLOR

FOR MORE INFORMATION ABOUT THE CURRENT CLASS

VISIT OUR WEBSITE: WWW.BN-MCLP.ORG

THE PROCESS OF LEADERSHIP - TEENA RAJAN



*Teena Rajan
MCLP 2010 Class
Participant*

“PASSION AND A COMPETITIVE SPIRIT IS A GOOD START, A GOOD MIDDLE AND CERTAINLY A GOOD END BUT IN BETWEEN, THERE IS A LOT OF PLANNING, DRAFTING, CREATING AND REWORKING TO MAKE THAT VISION COME TO LIFE.”
-TEENA RAJAN

Recently, I took my kids to the Art Institute in Chicago. We went through amazing exhibits and were awed to be in the presence of some wonderful works of art. I would say it was actually inspiring. Nothing made me more excited than when I got to the Ryan Center. There, mini-master minds were all busy creating their own art pieces. My eyes widened when I learned that I could paint something and have it hang at the Institute. Never one to turn away from a challenge, I instantly knew that I, too, had it in me to create a masterpiece. After all, isn't art in the eye of the beholder? Admittedly, the competitive side of me took over as well, mine would be the best art ever hung on the wall of the Institute...ok, maybe the best one hanging at the Ryan Center.

I gathered all my paint, my water can, my brushes and paper and I was ready to get started or so I thought. I stared at that blank piece of paper for quite a while and felt the enormous pressure. How would it compare to all the art work hanging around? Then the brilliant Assistant came to my table and offered me another tool, a pencil. I thought to myself, good idea! Before I start throwing paint onto a paper without a plan, I should start with the simple tool of a pencil. If I didn't like it, I just needed to erase or draw over it before I began painting. Slowly, I started scribbling shapes and forms and when I knew exactly where I was headed, I began to draw faster and faster. By the time I got to the paint,

my vision of the painting-to-be was on paper and already in my head and heart. The paint and brushes were actually there just to bring to life what I had planned, drafted, and envisioned. Now, that's not to say the painting looked exactly how I drew it. I was glad that it was water color paints. As I started to paint and things started to take form, I made a few changes and colors along the way to enhance my vision.

This experience made me think a lot about MCLP, our projects, our work and our lives. We all are here because we have a passion, whether it is for bettering the community, developing ourselves, or both. Passion and a competitive spirit is a good start, a good middle and certainly a good end but in between, there is a lot of planning, drafting, creating and reworking to make that vision come to life. There will be times when you will be challenged to bring your best game forward or you know you are meant to do something great but you are not sure which direction to go. I've found in my experience that getting to where you want to go or creating that "masterpiece" in you life is a process that takes time, planning, flexibility and taking advantage of the tools in your life. So, you may ask, was your painting ever hung at the Art Institute? Why yes it was. It was a masterpiece....after all, it was hanging next to all the 5-10 year old kid's paintings but nevertheless, it hung at the Art Institute.

COMMUNITY PROJECTS: REQUESTS FOR PROPOSALS

MCLP continues to promote its philosophy that community involvement is not an option for leaders – it is a fundamental responsibility and key leadership competence. One element of the program that reinforces the learning around community involvement and team-building is the completion of a community project for a non-profit agency whereby the participants can make a difference for a non-profit organization while practicing their skills

in a safe learning environment. In addition, participants will begin to learn about non-profit organizational structures and nuances of a community-based organization versus a for-profit or bottom-line driven corporation. If you would like to submit a project proposal for your organization, please go to our website:

www.bn-mclp.org (Applications)



*Boys & Girls Club Community
Project: Operations/Employee
Policies and Procedures Manual*

COOP: CONTINUITY OF OPERATIONS PLAN - CATHY GRAFTON

In November of 2008 two colleagues and I attended three days of training in Springfield to learn how to create a "COOP" plan for MCCA, which serves communities in McLean and Livingston counties. I had a special interest in a plan for potential emergencies because I live in Pontiac and had coordinated our agency's response to the Pontiac flood of January 2008. I knew first hand how important it was to be able to deliver services during a disaster.

There was a tremendous amount of information packed into our three days. The COOP program - Continuity of Operations Plan - was developed by the Federal Emergency Management Agency and Department of Homeland Security. It is being mandated for federal government agencies and strongly recommended for agencies and businesses across the country. Our trainers were knowledgeable and thorough. They gave us plenty of time to ask questions; and we completed our training with a good working knowledge of the program. All three of us tested and qualified to be COOP program trainers.

It is important that a COOP follow certain steps and we learned many special words designed to make COOP terminology understandable to any disaster responder. Our manual had pages of acronyms, many of which we learned or became familiar with during the training. For fun I send the other team members a joke memo after the training which read in part:

I have already started to create a RRL that we can use with the OPM to create the first part of the plan. The NIMS and NRP info. will be helpful when we work on the interoperability of the GETS, WPX and other communications connections. If we can get the UTL and PIO from the FOIA we can do a Hot Wash to see if we should do a TTX or a full scale exercise. Creation of the Strike Tem Cobra list will have to coincide with appointments of the Cobra Commandos. This will help the team to buy in and give us an outline for the TT & E when we practice our injects....

Even though this was silliness these terms could all be part of creating our plan.

We returned ready to create a COOP for MCCA and made a start on the process. However, the economic downturn and the addition of federal stimulus programs, suddenly changed our time commitments and the project went onto the back burner. We were delighted to have our COOP project chosen by a MCLP team which is now working with us to collect and organize the data we will need to have a viable plan. Our MCLP team has interviewed key agency personnel to help identify our essential functions – those we need to continue during a disaster. They are now helping us to create a format, so that we can design our COOP. We can then work to keep the plan updated and train staff as necessary so we will be better prepared to handle any disasters that might affect our agency or our community.

Cathy Grafton, Mid Central Community Action

"THE COOP PROGRAM - CONTINUITY OF OPERATIONS PLAN - WAS DEVELOPED BY THE FEDERAL EMERGENCY MANAGEMENT AGENCY AND DEPARTMENT OF HOMELAND SECURITY."
-CATHY GRAFTON



SUBMIT A PROJECT PROPOSAL FOR THE MCLP 2011 CLASS

PROJECT IDEAS:

- Development of training curriculum and facilitator guides
- Assistance with streamlining outdated solutions and or duplication of data
- Youth projects and programs
- Procedural manuals
- Marketing projects
- Educational initiatives
- Establishing learning objectives and best practices
- Database plans
- Coordination of fund raising
- Metrics reporting

Submit a project proposal and your logo could go here!

RFP's available at:

www.bn-mclp.org

PROGRAM COORDINATOR'S 2 CENTS - CHRISTINE HOLMES

"If you want to build a ship, don't drum up people together to collect wood and don't assign them tasks and work, but rather teach them to long for the endless immensity of the sea." – Antoine de Saint-Exupery

As we approach the end of our eight month journey, what are we longing for? After attending sixteen leadership sessions I can say without reservation that I am changed. I would challenge anyone to attend just one of the leadership sessions and not feel more self-aware, more connected to the community, and more inspired to be the leader you truly want to be in all aspects of your life. Reading the articles in this newsletter you are aware how much this leadership program means to the class participants and how much their fellow class participants mean to them. I was honored to have the opportunity to be involved with this program and I am even more honored to have worked with and learned with and from the MCLP 2010 Class. Leadership is not easy, as we must learn time

and time again. As soon as we try to put each lesson learned into practice we are met with resistance. However, each person from the inaugural class is armed with the knowledge that they have not only 22 other people to help them through their struggles and to assist them with their goals, but they also have dozens of community leaders right there with them as well.

As we branch out and follow our different interests, it is my hope that each and every person involved with this inaugural class feels so strongly about the program that they will nominate a candidate for next year's class. If you were inspired, if you are a stronger leader, if you are a better community member because of this program, it is your responsibility to assist someone else in becoming a better leader.

To nominate an individual for next year's class visit our website: www.bn-mclp.org (Applications)

To nominate an individual for next year's class visit our website and fill out the nomination form.

www.bn-mclp.org

DON'T COUNT ANYONE OUT - NINA OLVERA

Does the name Dr. Raul Ruiz ring a bell? Probably not; however, I challenge you to forget it after reading about his story. Dr. Raul Ruiz is the son of migrant farm workers. He grew up in Coachella Valley in Rancho Mirage, California where the average family income is less than \$25,000 a year. Clearly the biggest obstacle for him to succeed in making his dream of going to a university and becoming a physician a reality was money. At the age of seventeen he took it upon himself to go to his community and knock on people's doors to tell them that he wanted to give them the opportunity to invest in their community by donating money so that he could attend a university and become a physician. The brilliant seventeen year old handed out home-made contracts to sponsors and made a promise that once he graduated he would give back to his community by returning and working as a physician in their community.

Dr. Raul Ruiz has accomplished that and much more. It took a tremendous amount of courage, responsibility and commitment on his behalf, but it is because of people like him that others who lack the resources to continue their education can be hopeful.

Dr. Raul Ruiz is now a physician at Coachella Eisenhower Medical Center, the only non-profit hospital in the community. Dr. Ruiz was the first Mexican American to graduate from UCLA and go to Harvard Medical School where he earned not one but three degrees. He continues to give back and is paying it forward. He is now a mentor to eight Coachella teenagers who are also looking forward to becoming successful leaders. Dr. Ruiz only expects two things in return from the teenagers. One, that they show up and two, that they participate with him in community service to see how they can make a difference.



*Nina Olvera
MCLP 2010 Class
Participant*

GENEROSITY IN LEADERSHIP - SUE KIRK

Trying to define the ‘perfect’ leader is a bit like finding the perfect chocolate—lots of great contenders and all subtly different. I recently read an article entitled “The 10 Best Leadership Qualities” which listed the following as an inclusive list; vision, integrity, dedication, magnanimity, humility, openness, creativity, fairness, assertiveness and a sense of humor. And though I think this is a very good list, I felt it was lacking one quality that I look for in an outstanding leader: generosity.

Generosity in leadership is where one sees their leader generous with their time for others, generous in their praise and advice for others, generous in the care/compassion they show to others and generous in giving back to the organization/community that gave them their opportunities. I think this quality separates a good manager from a great leader. And it is just this quality that I see in abundance in the Multi Cultural Leadership Program coordinators and founders. These people are living out that quality for the example and inspiration of the program participants, mentors and associates. What a tribute to the art of leadership and our program!

And as is often cited, we all have different gifts

and natural skills so what we choose to give and how is very unique to our life’s experience and ourselves. No gift is intrinsically better than another. Some people choose to give money, some their time, some their talent and that is a very personal decision.

I’m no psychologist so I’m unsure if generosity is an inherited trait or not, but my guess is that it is one that can be cultivated. I was lucky enough to be born into a family where both parents were active in the community, work and church. This was expected of the members of my family and I hope that I’ve passed those same values down to my children. I know that I’ve certainly told them more times than was comfortable that it “took a village” to raise them!

So, as we proceed into the New Year, I’d encourage us all to look for areas of our lives in which to be generous. Exercise those generosity muscles, spend some time with someone who needs a sympathetic ear, give time to a worthy cause, praise someone who needs the boost and ponder the fact that someone undoubtedly gave to you so that you could be where you are today.

Sue Kirk, MCLP Board Member

“BEING A MCLP
SERVANT LEADER IN
THE
BLOOMINGTON/
NORMAL COMMUNITY
MEANS YOU WILL
COMMIT AND
DEDICATE YOUR TIME
TO SERVE FIRST AND
MAKE THE CONSCIOUS
CHOICE TO LEAD
SECOND THROUGH
INSPIRATION.”
-MONICA WILLIAMS

WHAT DENOTES A MCLP SERVANT LEADER - MONICA WILLIAMS

Before this question can be answered we must define what servant leadership is. Wikipedia *The Free Encyclopedia* defines it as a philosophy and practice of leadership. Servant leaders in the community are those individuals that achieve results by prioritizing with much consideration the needs of others and those they serve...rather than focusing the attention on themselves.

Many folks in society would beg to differ that there is such a thing as a servant leader. Servant leadership is not a new notion; in fact it was something that was practiced in the biblical days when Jesus urged his followers to

be servants first. He showed us this by his example when he said, “I did not come to be served but to serve.”

Being a MCLP servant leader in the Bloomington/Normal community means you will commit and dedicate your time to serve first and make the conscious choice to lead second through inspiration. How does this begin? By asking yourself the question if other people’s highest priority needs are being served, and the best test for this is a result that depicts growth in that individual(s) lives you have touched or inspired.

Continued on the next page.



*Monica Williams
MCLP 2010 Class*



WHAT DENOTES AN MCLP SERVANT LEADER - MONICA WILLIAMS

Unlike leadership, which tends to lead leaders to an approach with a top-down hierarchical style, servant leadership will most often times emphasize a collaborative spirit, trust, empathy, and the ethical and moral use of power. This means in your heart of hearts you will always try to generate a leadership style that leads off with the servant first attitude, enable you to make conscious decision to lead in order to better serve others, and to enhance the growth of individuals in the community to increase teamwork and personal involvement.

MCLP I leave you with this very profound biblical quote that in my opinion says it all

pretty concisely about servant leadership and servant leaders:

“Whoever wishes to become great among you shall be your servant; and whoever wishes to be first among you shall be servant of all.” Mark 10:43, 44.

MCLP participants I encourage each of you to embrace servant leadership in your everyday life after our inaugural program comes to a close. Make a conscious effort to incorporate this mindset into your future community leadership endeavors, so that you will always create those opportunities to adopt a lifestyle of servant leadership.

GENERATIONAL DIVERSITY - JULIA TURNER

We’ve all heard of the “generation gap” but are you aware that there may be as many as four or even five “gaps” that are currently impacting performance within your place of business? Today, for the first time ever, we have as many as five generations functioning within the same workforce. Generational differences have the potential to be a powerful benefit, or a potential pitfall within an organization, depending upon how they are managed.

Much like race, religion, sexuality and gender, our generational identity distinguishes each of us. Formative events in our lives shape a generation’s values, ethics and attitudes about the world. Understanding and appreciating one another’s perspectives have always been key to effective teamwork and organizational success.

The Veterans, also called Traditionalists, were born in the 1930’s and 1940’s. The Great Depression, Pearl Harbor, World War II and Hiroshima left imprints on their lives as are often seen through their character. They value duty and sacrifice. Loyalty extends to the organization you work for and operates as a reciprocal arrangement between superior and subordinate.

Not at all surprising, this tends to be a frugal generation that prefers to go without all the “bells and whistles” available in product lines today. They believe simple is better and have a lifetime of experiences to prove it!

The Baby Boomers, born between 1945-1964, sit at the upper-echelon of the corporate hierarchy today. A driven bunch (because they had to be in such an over-crowded and competitive world), boomers are all about long hours and “towing the line” in the workplace. The benefit? Recall that it was the hard work of the Baby Boomer generation that got productivity in the United States to the forefront of the entire world! Baby Boomers, however, began to question where 110% really got them when corporate layoffs and downsizing became a harsh reality...and families were not always still waiting at home when the working Boomers were cast aside by corporate America during tough economic times.

The babies of the Boomers, often referred to as “Generation X” were born between 1965 and 1980. They saw their parents work hard and, as a generation, won’t have it!

Continued on the next page.

“UNDERSTANDING
AND
APPRECIATING
ONE ANOTHER’S
PERSPECTIVES HAVE
ALWAYS BEEN KEY
TO EFFECTIVE
TEAMWORK AND
ORGANIZATIONAL
SUCCESS.”
-JULIA TURNER

GENERATIONAL DIVERSITY CONTINUED

These were the latchkey kids who grew to be very self-reliant out of necessity! They demand balance in their lives and go to great lengths to get it. This generation's skepticism was most likely brought on by formative events of their time. Watergate, AIDS, scandal within the church and the White House may have all played a part in shaping the attitude of this generation which is to be unimpressed by titles and authority.

Now, here come the Millennials, born between 1980 and 2000. These current entry-level workers experienced the backlash of the latchkey kids and have parents who are their biggest fans and, in some cases, even their best friends. This generation has been exposed to just about every extra-curricular concept known to man and have carried a time tracker since the age of 8 to coordinate their schedule! Interestingly, this generation is most reminiscent of the Veterans. They have experienced terrorism and the threat of school violence and have a very strong bent toward patriotism, honor and civic responsibility. While their loyalty is to their skill set, rather

than to a company, they tend to be drawn to mentoring relationships and value one-on-one development immensely.

What's next? It's hard to say. The up and coming generation will consider high-speed technology a "given" because that's always been the case. They are likely being groomed within schools today for jobs that don't exist now, but will tomorrow. They won't raise an eyebrow to the color of the President's skin and statistically, the majority will have at least one parent that is an immigrant.

How can we respond to generational differences? As with every aspect of diversity, awareness is the key. Organizations need to look beyond the clashes that may come with generation gaps in order to leverage multi-generational perspectives to their benefit. If we take time to understand and appreciate generational differences, we will be well-poised to tap the full potential of our organization.

Julia Turner: CTS, Inc.



THE POWER TO FAIL - MARTY VANAGS

I spent a Saturday morning on a panel discussion at the Multicultural Leadership Program "Business Development" day. The panel was made up of individuals who have spent time developing their leadership skills and their businesses or organizations in the Bloomington-Normal Area. I was honored to be part of the panel as it included some very successful people and I am glad to think I was worthy of that discussion. We were asked about everything from the economy to how we balance work with private life. I really enjoyed this discussion. The audience was the very first class of the Multicultural Leadership Program that was developed by Phani Atyam, a young leader who has almost single handedly put together this program for the culturally diverse people in our community.

Phani is a smart, eager and interesting young man who deserves a lot of credit for developing this program, finding sponsors, and making this happen. So my hat's off to Phani.

We discussed a wide range of topics. Leadership, failings, successes, etc. The one topic that interested me most was "what is our greatest failing or weakness." Just about everyone on the panel said their greatest weakness was "themselves." I find that highly intriguing. How would all these successful people come to the same conclusion? Is it that strong leaders and entrepreneurs are that self-aware? Do we all find ourselves getting in our own way that often? I would venture that the answer to the latter two questions are yes, and yes.

Continued on the next page.

THE ONE TOPIC THAT INTERESTED ME MOST WAS "WHAT IS OUR GREATEST FAILING OR WEAKNESS." JUST ABOUT EVERYONE ON THE PANEL SAID THEIR GREATEST WEAKNESS WAS "THEMSELVES."
-MARTY VANAGS

THE POWER TO FAIL CONTINUED

The current issue of Wired Magazine has the topic of failure front and center. They highlight the actor Alec Baldwin who has seen his career go up and down. We have seen all types of people resurrect their careers on the public stage. I have seen privately people who seemed to be “out” get back “in the game” with perhaps greater success than they had before. American society, it seems, likes to tear down people when they are on top, but also offer

forgiveness once they have screwed up.

So perhaps my greatest failure might be the failure to fail. Or, better said, the willingness to say it’s OK if things don’t work out. There is a tomorrow, there are other opportunities, and redemption is always at hand. Now go out and fail!

Marty Vanags, Bloomington/Normal EDC



SUCCESS, LEADERSHIP, & RELATIONSHIPS - STEVE GARLAND

Success, leadership and relationships have at least one thing in common, we never really achieve them, we must constantly earn them. Just because we are successful today doesn’t mean that it can’t all be taken away tomorrow. All the work we have put into earning the respect of others and convincing them that we are someone they can trust and follow can all be gone in an instant. The relationships we have built over a lifetime can be destroyed with one bad decision or ill placed criticism or thoughtless comment. Knowing that we never really arrive at these destinations but must constantly be vigilant in their pursuit hopefully provides us the insight we need to practice the discipline of living life intentionally. Successful leaders who have strong personal and professional relationships do not earn these things by accident. Rather they are very clear and deliberate on several important fronts.

First off, they own their own definition of success. They understand that to earn success we must first define what that word means to each of us. Is it material based? Does it include the quality of our relationships? Are there spiritual or happiness barometers that need to be considered? I believe that leadership, the ability to influence others, is earned and is able to be practiced at its highest level when we believe in our success. In addition, we are able to maintain and participate in relationship building more effectively when we are feeling as if we have captured our definition of success. So, what does success look like for

you? Can you write it out or articulate it? When we finish the sentence- “I am successful when I...”, then we start to see a purpose. It makes priorities, choices, and tasks come into focus. It helps us keep perspective on the criticism and judgments of others. We are our own person. There is a quiet confidence and strength about us that lends itself to leadership and relationships.

Secondly, they are committed to a way of being. They understand that consistency of behavior is the key to character. I’ve had the honor of hearing thousands of people talk about the people in their lives that have inspired them. Almost to a person, they have talked about everyday people who have inspired them not with heroic efforts or with unattainable qualities or traits, but rather with qualities we all possess like the ability to work hard, to love unconditionally, to be optimistic in the face of difficult circumstances or to believe in others. The one thing all these people had in common was that they didn’t display these qualities on one day, but rather they were true to the behavior every day. What do people think of when they think of you? What is our consistency of behavior? Can we commit to a work ethic, an attitude, and a way of being that influences people to act as we do and provides the consistency that is required to maintain long standing relationships?

Steve Garland: Dale Carnegie Training

“WHAT DO
PEOPLE THINK OF
WHEN THEY
THINK OF YOU?
WHAT IS OUR
CONSISTENCY OF
BEHAVIOR?”
-STEVE GARLAND

COMMUNITY RESPONSIBILITY - ROB FAZZINI

General Robert Wood Johnson II, Chairman of Johnson & Johnson from 1932 to 1963 wrote his enlightened managements beliefs in 1943 entitled "Our Credo and Our Management Philosophy." The Credo laid out four responsibilities: to customer, employee, community and stockholder. This credo seems as fresh today as it did when he wrote it in 1943.

All companies have a responsibility to improve their community if for no other reason than to serve their own employees better and to aid in attracting talented new employees to the community. Banks have a special responsibility because of their ability to loan money to achieve major improvements in the community.

Prior to its conversion to a lifestyle mall from the traditional indoor mall, there were 53 empty store spaces of the 62 spaces available. The Mayor of Normal was frustrated that the out of area owner was letting the mall maintenance deteriorate and not actively pursuing new tenants. With this in mind, I approached my customer who had recently converted an indoor mall in Pekin to a lifestyle mall.

My next step was convincing the Busey Bank

board that this was an attractive loan opportunity. Armed with the desire of my customer and the Mayor to pursue the project for the good of the community and my new found knowledge about shopping malls from Paco Underhill's book "The Call of the Mall," I made not one, not two but three presentations to the Busey Bank board to approve a \$28 million loan for the project.

The Town of Normal Council had absolutely no interest in contributing any town money for the project. Our dilemma was that without a \$5 million to \$6 million contribution from the Town of Normal, the project was not economically attractive to my customer. The solution I proposed was to employ a Special Service Area bond, which would give my customer 1% of the 3% sales tax for all new sales tax revenue generated at the new mall for 15 years. This way the Town of Normal would not put any money up front, and if the mall was not successful the economic risk was the responsibility of my customer. Both sides eventually accepted this compromise. The result was the demolition of the dying indoor mall and the building of the vibrant Shoppes at College Hills lifestyle mall that we see today.

Rob Fazzini, MCLP Advisory Board Member

WHY IT MATTERS - KAREN SCHMIDT

One of the joys of living in my old neighborhood near downtown Bloomington is its rich mix of people. On my block alone there are physicians, disabled individuals, attorneys, retirees; people who make 6 figure salaries, people on Section 8 vouchers, and people who regularly get their food at Clare House; Muslims, Christians, and atheists; gays, lesbians and heterosexuals; children as young as 1 and adults as old as their late 70s; and we come in every color under the sun.

This is Bloomington-Normal for me and for many people, and these are the voices that need to be represented and heard throughout

our community. When Phani first approached me with the concept of the MCLP, I immediately placed this opportunity in the context of my neighborhood and in my work on Bloomington's City Council, where I have the opportunity to interact with new people all the time and to challenge my understanding of what my community is all about and who lives here. Our City Council and boards and commissions generally do not reflect the tapestry of Bloomington citizens – with few exceptions we are white, Judeo-Christian, and in some circumstances overwhelmingly male.

Continued on next page.

"OUR CITY
COUNCIL AND
BOARDS AND
COMMISSIONS
GENERALLY DO NOT
REFLECT THE
TAPESTRY OF
BLOOMINGTON
CITIZENS – WITH
FEW EXCEPTIONS WE
ARE WHITE, JUDEO-
CHRISTIAN, AND IN
SOME
CIRCUMSTANCES
OVERWHELMINGLY
MALE."
-KAREN SCHMIDT

WHY IT MATTERS CONTINUED

I know that this does not represent the many cultures we find in Bloomington.

Last fall, for example, I was invited to represent the city at the religious Mega-Conference at Mt. Pisgah Baptist Church, which is located in the middle of my ward. Raised in a home with an unusual mix of religious and spiritual beliefs and now a member of the Unitarian Universalist Church, I always am interested in differences in religious expression and I was honored to be asked. Several hours later, overwhelmed with phenomenal music, expressions of Christian love, and energizing preaching, I went home to wonder at the hundreds of people from my city whom I did not know, who came together that night in fellowship and who welcomed me as one of their own. That night, I had discovered yet another Bloomington population –

“YOUR WORK IN THE INAUGURAL MCL PROGRAM IS A GIANT STEP TOWARDS HEARING ALL OUR VOICES IN BLOOMINGTON-NORMAL, AND CELEBRATING OUR DIFFERENT APPROACHES TO LIVING AND HELPING EACH OTHER.”
-KAREN SCHMIDT

after 30+ years in this city and with close to 12 years on the City Council, I would expect to feel I have a good grasp of who our citizens are, and I am daily reminded that I do not and never will.

Your work in the inaugural MCL program is a giant step towards hearing all our voices in Bloomington-Normal, and celebrating our different approaches to living and helping each other. I get a kick out of hearing people who have come to talk with you later say to me, “I had the best experience last weekend! I worked with the Multi-cultural Leadership Program fellows. Do you know about them? They are phenomenal!” And you are! I am excited to work with you, and to follow your lead, as we find the ways to celebrate our diversity and our strength.

Karen Schmidt, MCLP Advisory Board Member

AN IDEA WHOSE TIME HAD COME - DEANNA FRAUTSCHI

When Willie Brown first asked me to listen to Phani Aytam talk about a new Multicultural Leadership Program over a year ago, I had a lot of questions because I had helped establish the successful Leadership McLean County program 17 years earlier. One meeting with Phani convinced me the new MCLP with its mission to develop culturally diverse leaders was “an idea whose time had come” for McLean County.

My initial involvement, besides COUNTRY Financial's support, was connecting Phani with business and community leaders. Once I got Phani in the door, he sold the program. We usually left with either some financial or personal support of the new MCLP program.

Chairing the first selection committee was very uplifting for me. Not only did I get to work with a great team (including Phani, Beth Robb, Carl Sneed and Carl Teichman), but I learned from ten personal interviews with candidates what they were expecting from the program. One common denominator was that they all wanted to give back to the

communities in which they live and work. Since that is a personal value of mine, it was great to hear them echo that value.

Serving in a mentor relationship with Tom Moy has been another good experience. Tom is already in a leadership position at work, but he really wanted to use his talents in serving others. What started as a request to help him find some appropriate community involvements turned into Tom discovering for himself through his MCLP sessions what was the right fit for him.

Recently, I took on the challenge of chairing the new MCLP Advisory Board. This board will consist of 12 community leaders from various backgrounds who will provide outreach for public relations and fund raising efforts as well as help with ongoing evaluation of the mission and vision for the program. It will help enrich the program and take it one step closer to meeting the needs of participants as well as the communities they serve.

Deanna Frautschi, MCLP Advisory Board Chair



*Willie Brown
& Deanna Frautschi
MCLP Advisory Board Members*



Multicultural Leadership Program
402 North Hershey Road
Bloomington, IL
61704

Phone: 309-663-8308 ext 215
Fax: 309-663-8270
E-mail: contactus@bn-mclp.org
Website: www.bn-mclp.org

FIND US ON FACEBOOK!
OVER 200 FANS

DEVELOPING DIVERSE LEADERS IN
MCLEAN COUNTY

Multicultural Leadership Program Class of 2010

invites you to attend the
**Breakfast Graduation
Celebration**

Saturday, April 3rd, 2010

Doubletree Hotel

10 Brickyard Drive, Bloomington, IL 61701
Breakfast and Program from 7:30AM -
10:00AM*

** Graduation Ceremony immediately follows*

Keynote Speaker:

Gloria Carter-Hicks

*Entrepreneur, President, CEO, and owner of H-
C-H*

Also Speaking: John Blackburn, CEO of COUNTRY® Financial

Please go to the following link and complete an RSVP!

<http://public.bn-mclp.org/wp-content/uploads/2010/02/graduation-pdf.pdf>

SUPPORT MCLP

MCLP is operated by a partnership between the University of Illinois Extension Office® and Heartland Community College®. Initial funding for the program was provided by State Farm®, State Farm Bank®, and COUNTRY Financial.® Many other partners in the community have also assisted to initiate MCLP and make the program possible.

MCLP continues to search for organizations which can contribute financially.

A Multicultural Leadership Institute Fund was established at the **Illinois Prairie Community Foundation**, a 501(c)(3), which serves as the fiscal agent for MCLP. All contributions made to the program are tax exempt. If you are interested in making a monetary donation, please make the check payable to "Illinois Prairie Community Foundation" and cite "Multicultural Leadership Institute" as the beneficiary.

Illinois Prairie Community Foundation
202 N. Prospect Rd, Suite 205
Bloomington, IL 61704
Phone: (309) 662-4477

In kind donations are also greatly appreciated.

- Skilled Leadership Training Presenters
- Training rooms
- Refreshments for events
- Printing
- Materials
- Sponsor a session
- Sponsor a special event

VISIONARY
SPONSORS

