



# 2010

## Becoming a Community Builder



Session 2

Presented By Ian Hill



# Becoming a Community Builder

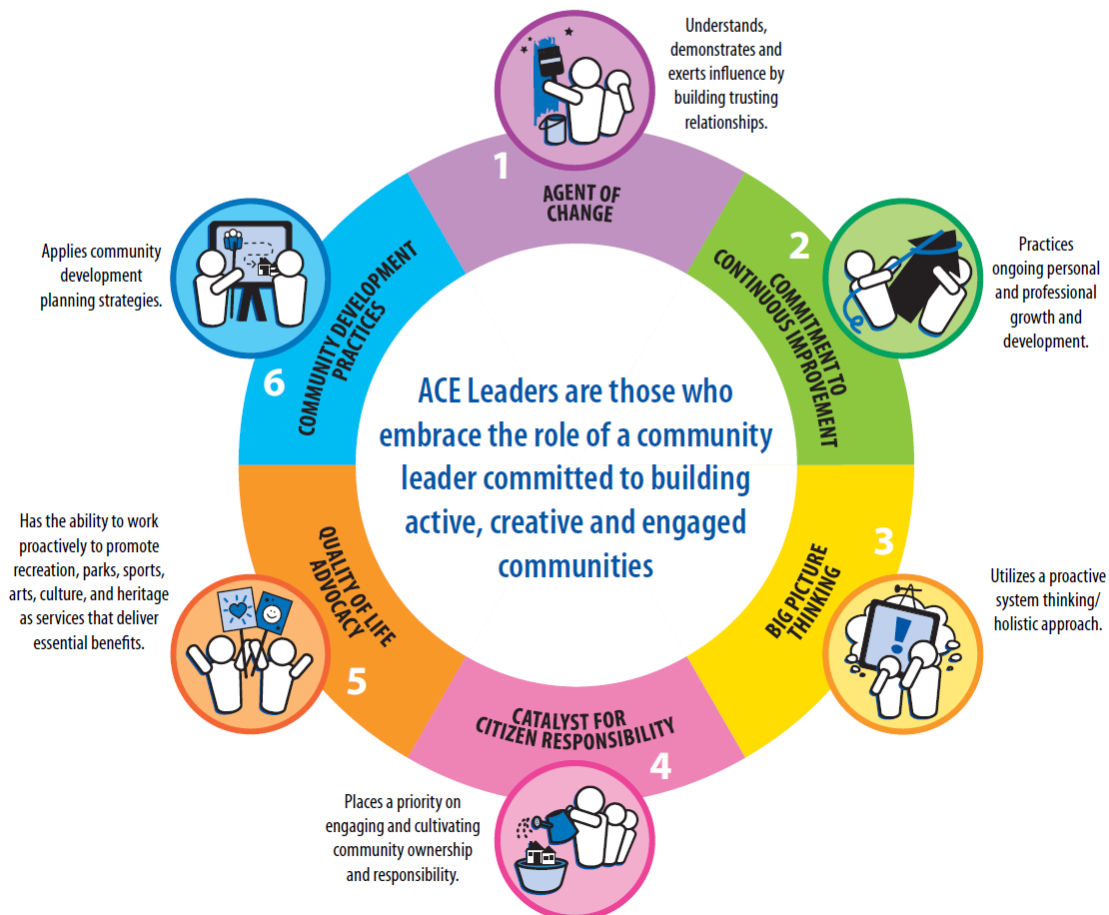
*We are in challenging times and we are being asked to do **more and more** with **less and less**. Expectations are high and funding is low.*

*Worn out slogans and tired old approaches won't take on the challenges of your community or any other community. Worn out slogans and tired old dogmas won't solve the problems of our youth, families or communities. These challenges will only be solved by people such as you!*

*Committed professionals, who understand they may not be able to handle the whole big bad world, but believe that they can handle their little corner of it! - Ian Hill*



## Six Competencies Required for ACE Community Leaders



# Becoming a Community Builder

## *Agent of Change*

### *Recap session 1*

- *The Change Continuum*
- *Leadership History Survey-What does it mean?*
- *Personal Performance Survey-Did you do it?*
  - 1-What am I doing right?
  - 2-What am I doing wrong, suggestions for my improvement?
  - 3- If you could send me back to school what class would you make me take?
- Delegation Matrix

LEVEL	AUTHORITY	KNOWLEDGE & PROFICIENCY
1	Ask and Recommend	Limited knowledge and/ or Proficiency
2	Act and Report Immediately	Some knowledge and/or proficiency
3	Act and Report Periodically	Comfort level of Knowledge and proficiency
4	Act on Own	Very Knowledgeable and has proven record of proficiency

### *Today's Leader*

*"I believe every individual, every neighborhood and every community is one idea, one voice, one action – one person – away from being better tomorrow than it was yesterday. Each of us can be that one person!  
To me that one person taking action, is leadership today"*

*- Ian Hill*


# Becoming a Community Builder

Today we will explore the *Commitment to Continuous Improvement* competency... during our remaining time I will unpack the leadership attributes and skills that make up this competency and the indicators that tell us how we are doing within this area of leadership.

In order to understand more about this aspect of leadership, the survey (and the similar ones you will use in the coming months) is intended to help individuals explore, assess, and reflect upon their own strengths and areas for growth as a leader.

It is an individual assessment that isn't necessarily intended to be shared with others. Additionally, it is important to understand that everyone will have strengths as well as areas for development.

Over the coming months as you complete these assessments, your objectivity and ongoing reflection will ensure that maximum benefits are gained

Competency Area	Indicators to help you understand what encompasses this competency.	1 = I AM NOT AT ALL LIKE THAT	10 = I AM 100% LIKE THAT
<p><b>Commitment to Continuous Improvement</b></p>  <p><i>An ACE Community Leader:</i> <b>Practices ongoing personal &amp; professional growth &amp; development</b></p>	<ul style="list-style-type: none"> <li>I have and practice an ethical code of conduct.</li> </ul>	1 2 3 4 5 6 7 8 9 10	10 9 8 7 6 5 4 3 2 1
	<ul style="list-style-type: none"> <li>I am able to articulate my personal values.</li> </ul>	1 2 3 4 5 6 7 8 9 10	10 9 8 7 6 5 4 3 2 1
	<ul style="list-style-type: none"> <li>I have life and career goals and a plan for attaining them.</li> </ul>	1 2 3 4 5 6 7 8 9 10	10 9 8 7 6 5 4 3 2 1
	<ul style="list-style-type: none"> <li>I adhere to organizational codes of conduct, core values and professional codes of ethics.</li> </ul>	1 2 3 4 5 6 7 8 9 10	10 9 8 7 6 5 4 3 2 1
	<ul style="list-style-type: none"> <li>I have a professional development plan for learning that will enhance the effectiveness of my leadership.</li> </ul>	1 2 3 4 5 6 7 8 9 10	10 9 8 7 6 5 4 3 2 1
	<ul style="list-style-type: none"> <li>I have a healthy life balance.....mind, body, spirit.</li> </ul>	1 2 3 4 5 6 7 8 9 10	10 9 8 7 6 5 4 3 2 1
	<ul style="list-style-type: none"> <li>I actively seek feedback from others regarding my performance.</li> </ul>	1 2 3 4 5 6 7 8 9 10	10 9 8 7 6 5 4 3 2 1
	<ul style="list-style-type: none"> <li>I am able to present myself using a format which best identifies my skills, knowledge, attributes, and experience (i.e. resume, portfolio, interview, web page).</li> </ul>	1 2 3 4 5 6 7 8 9 10	10 9 8 7 6 5 4 3 2 1
	<ul style="list-style-type: none"> <li>I am knowledgeable about my heritage and the learning it has provided.</li> </ul>	1 2 3 4 5 6 7 8 9 10	10 9 8 7 6 5 4 3 2 1
	<ul style="list-style-type: none"> <li>I promote the value of learning for myself and others.</li> </ul>	1 2 3 4 5 6 7 8 9 10	10 9 8 7 6 5 4 3 2 1
	<ul style="list-style-type: none"> <li>I initiate and maintain networks with other practitioners, service providers, and community leaders.</li> </ul>	1 2 3 4 5 6 7 8 9 10	10 9 8 7 6 5 4 3 2 1
	<ul style="list-style-type: none"> <li>I actively seek information, resources, and opportunities that will enhance my knowledge and widen my perspective</li> </ul>	1 2 3 4 5 6 7 8 9 10	10 9 8 7 6 5 4 3 2 1
	<ul style="list-style-type: none"> <li>I seek and participate in opportunities for mentoring.</li> </ul>	1 2 3 4 5 6 7 8 9 10	10 9 8 7 6 5 4 3 2 1
	<ul style="list-style-type: none"> <li>I participate in new opportunities and ways to improve and grow.</li> </ul>	1 2 3 4 5 6 7 8 9 10	10 9 8 7 6 5 4 3 2 1
	<ul style="list-style-type: none"> <li>I actively participate in professional associations and the acquisition of relevant professional certification.</li> </ul>	1 2 3 4 5 6 7 8 9 10	10 9 8 7 6 5 4 3 2 1
<ul style="list-style-type: none"> <li>I place a priority on scanning for trends, issues, and promising practices.</li> </ul>	1 2 3 4 5 6 7 8 9 10	10 9 8 7 6 5 4 3 2 1	

# Becoming a Community Builder

## **SOMETHING TO THINK ABOUT...**

*“Are you on this planet to do something, or are you here just for something to do? If you’re on this planet to do something, then what is it? What difference will you make?”*

*Most adults haven’t thought seriously about these questions. “Why will the world be better because I was here?” does not have a single, right answer (It’s not a math problem).*

*But asking the question opens us to the notion that we are somewhere in life’s journey, we struggle with determining the difference we want to make, with doing things that matter. Every choice we make will be part of what we leave behind; however intentionally or unintentionally we might act.*

*Asking the questions about our impact brings forward another central observation: That is, success in leadership is not measured only in numbers. Being a leader brings with it a responsibility to do something of significance that makes families, communities, work organizations, nations, and the world better places than they are today. Not all these things can be quantified.”*

Here are a few other questions that might help to trigger thoughts about your impact:

- **What will be your greatest contributions to your family?**
- **What will be your greatest contributions to your friends?**
- **What will be your greatest contributions to those you’ve led?**
- **What will be your greatest contributions to your organization?**
- **What will be your greatest contributions to your community?**

*From the Leadership Challenge- Jim Kouzes and Barry Posner*

# Becoming a Community Builder

## Individual Responsibility and Collective Accountability

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*Often we tend to judge ourselves by our intentions, and judge others by their actions...*

## Code of Conduct

*Principles, values, and standards of behavior that guide what you think, say and do.*

- What are three values that you hold dear and how would I see that in your day?
  - a. \_\_\_\_\_
  - b. \_\_\_\_\_
  - c. \_\_\_\_\_
  
- What are three things your co-workers can, absolutely, expect from you?
  - a. \_\_\_\_\_
  - b. \_\_\_\_\_
  - c. \_\_\_\_\_
  
- What are three things you will not tolerate?
  - a. \_\_\_\_\_
  - b. \_\_\_\_\_
  - c. \_\_\_\_\_

# Becoming a Community Builder

## Obituary Exercise

This exercise is meant to create introspective thought about where you're going with your life, your purpose, your meaning and what your legacy will be. This obituary acts as a beacon to guide you to where you'd like to go.

Now write your personal obituary. Remember to assume three things:

1 – You have lived a full life with long years.

2 – You've accomplished everything you'd like to accomplish and you've done everything you'd like to do.

3 – At your funeral, friends' family and associates are in attendance and the reporter who wrote the obituary gleans comments from them about the kind of person you were and why they admired you.

# Becoming a Community Builder

## COMMITMENT ACTION PLAN

If you're doing business tomorrow the same way you were doing business yesterday, then our time together has been a waste. The only way to improve is for each one of us to make a commitment to take action, to do something, to change something.

Your Name: \_\_\_\_\_

Date: \_\_\_\_\_

### Objective

To improve \_\_\_\_\_

\_\_\_\_\_

### Action Steps to Improve

### Date to Complete

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

4. \_\_\_\_\_

5. \_\_\_\_\_

### Potential Obstacles

\_\_\_\_\_

\_\_\_\_\_

### Support / Resources Needed

\_\_\_\_\_

\_\_\_\_\_

### Accountability Partners

\_\_\_\_\_

\_\_\_\_\_

Your Signature: \_\_\_\_\_