

# Welcome to Vermont's Emerging Leaders Conference

**Dennis L. Slaughter, *DLP, EdM***

***Organizational Specialist,***  
**National Education Association**

# Vermont ELC Introductions

- Please introduce yourselves with a slant on Procedural Justice, as it regards this conference.
  - Why You?
  - Why Now?
  - Why Here?
  - What Are Your Strengths?
  - What Are Your Challenges?
  - What do you Need in order to LEAD?

Ear



Eyes

Undivided  
Attention

Heart

The Chinese characters that make up the verb “to listen”  
tells us something significant about this skill.

# Review

- A board member could also be called a trustee because...

# Review

- The board sets policy and the UniServ Director...

- The board collaborates with the UniServ Director(s) to carry out its policies.

# Review

- The board is responsible for...

"You and your fellow board members are responsible for the whole organization and all that happens in it."

Based upon the research of Cain Consulting Group Inc.

# Review

- Why does a board set policy...

- The board sets policy in accordance with the association's mission, then observes, interprets and evaluates its policy.

# Review

- Good boardsmanship is a delicate balance of leading and...

- Good boardsmanship is a delicate balance of leading and delegating.

# Review

- The board monitors and evaluates what major areas: ...

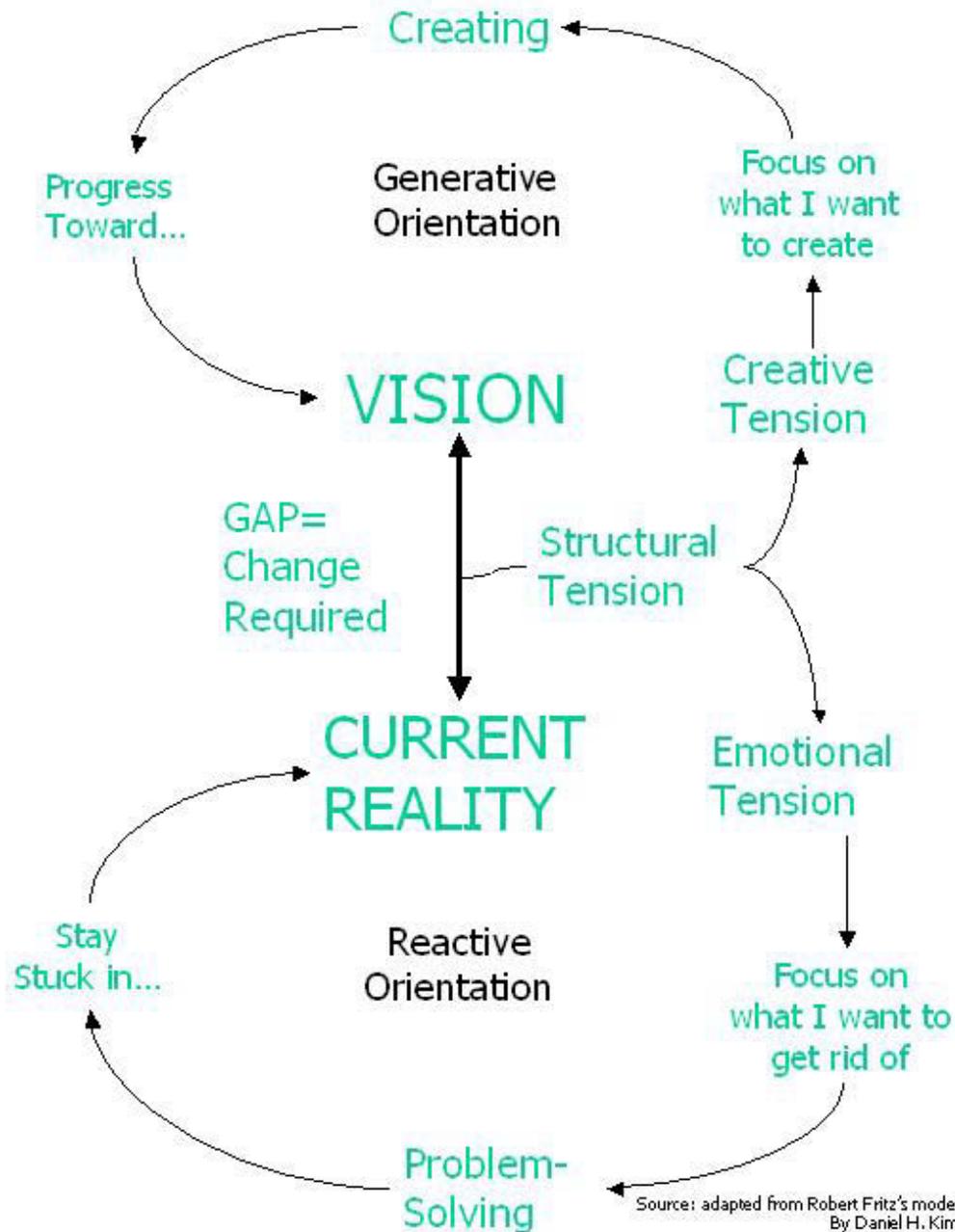
- -Board members and **UniServ** Directors are part of one team. Healthy teams honor and respect each teammate's role and responsibilities, and teammates allow one another to do what each does best without interference.
- -An easy way to define **board responsibilities** is to ask, Does this issue affect the whole organization? If so, it's likely a board responsibility. If not, it can likely be delegated to Association members or perhaps staff members.
- -Clarify roles so that it is clear which duties are board and which are Association Representative (AR). This will help in developing and carrying out the function of **managing day-to-day activities** within parameters set by the board.

# Review

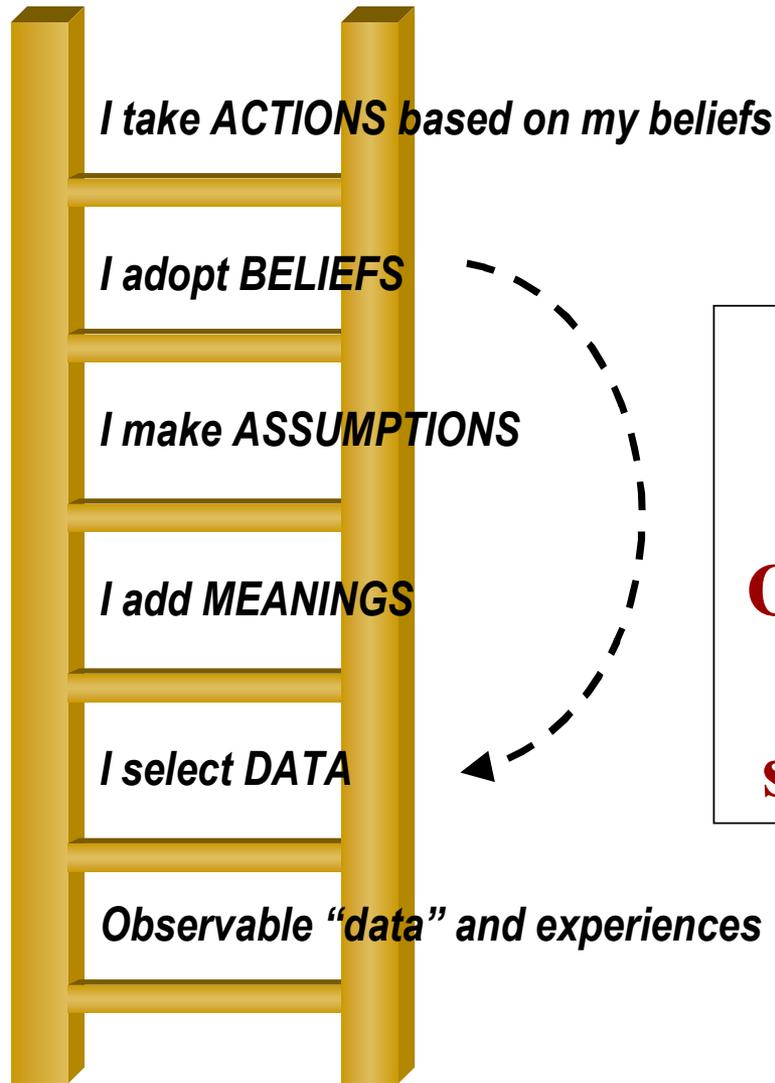
Board members are the best advocates for the organization because...

- Board members bring considerable expertise.

# Creative Tension Model

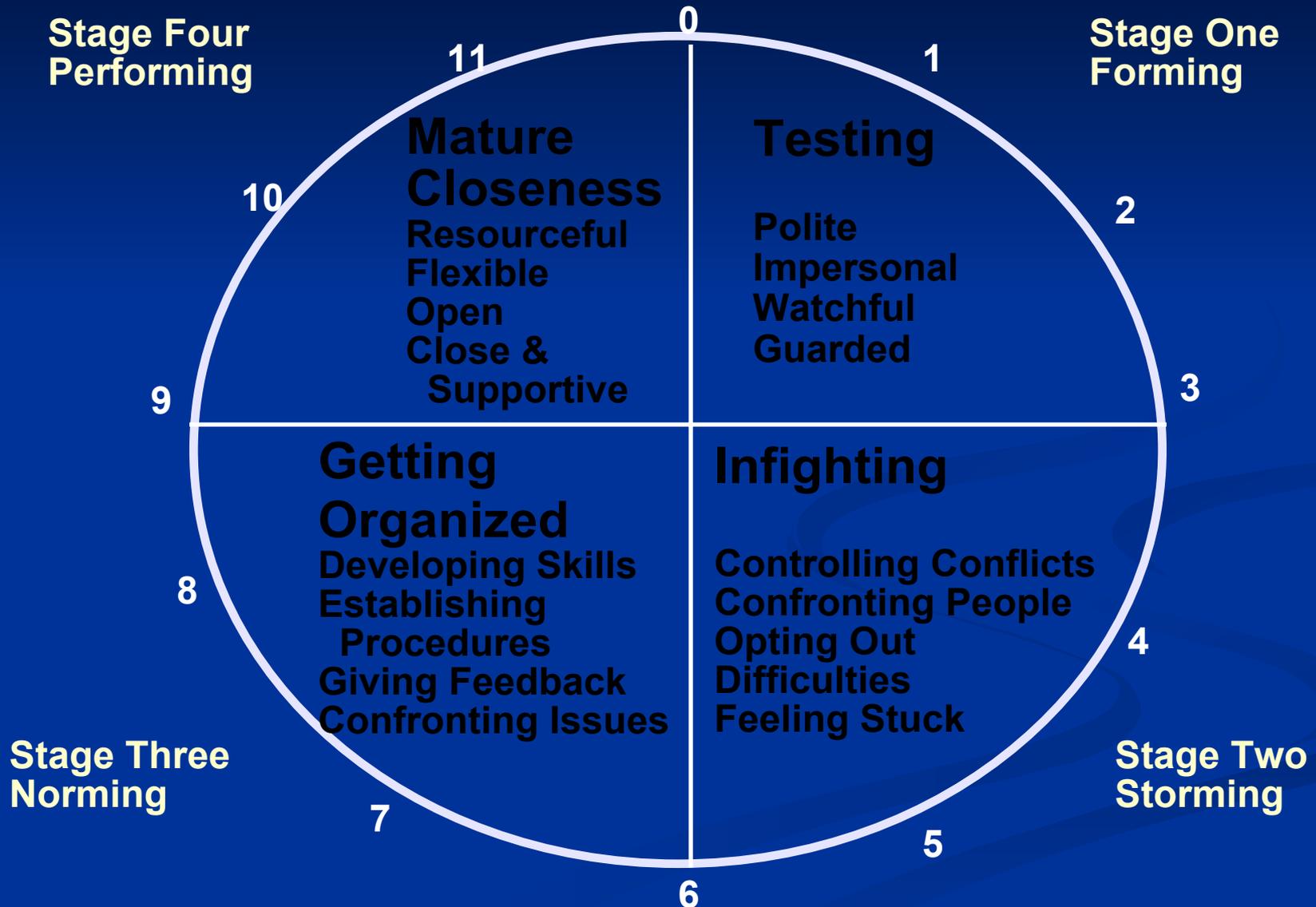


# The Ladder of Inference

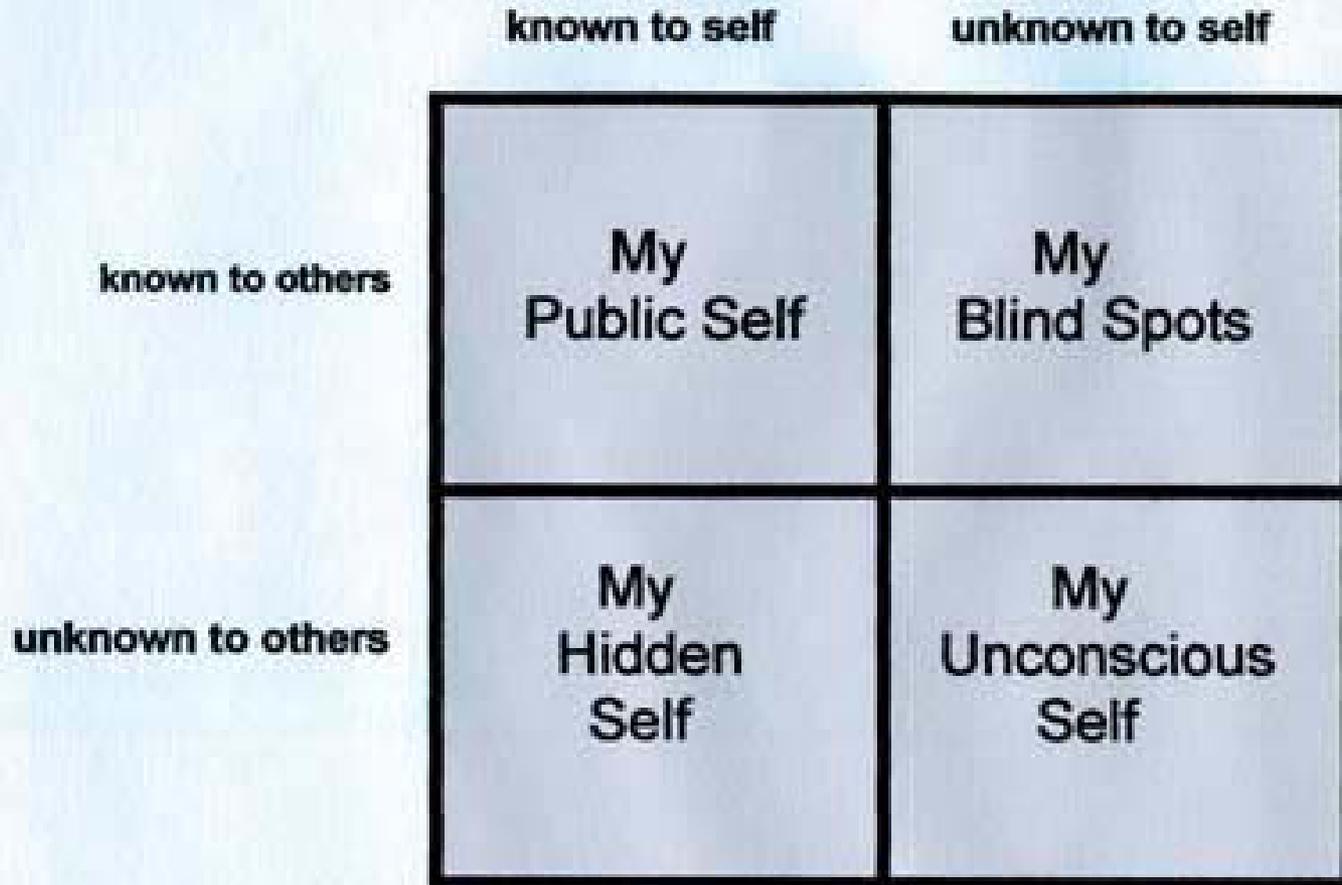


**The Reflective Loop:**  
**Our beliefs affect what data we select next time.**

# Team Development Wheel

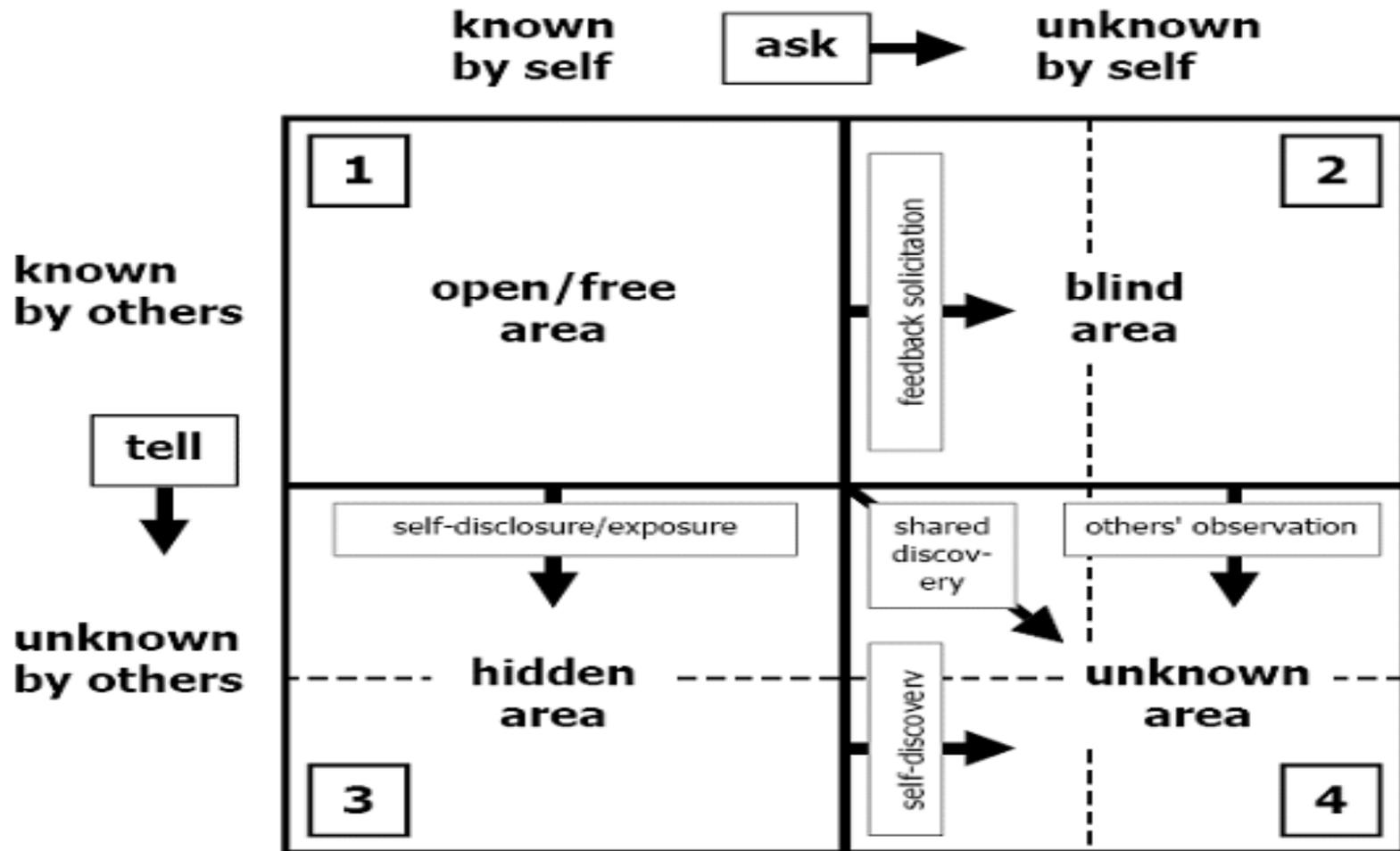


# Johari Window



Johari Window

# How can Johari improve feedback?



# What is an Association?

A group of people who voluntarily come together to solve common problems, meet common needs and accomplish common goals.



# An Association's Character

- What makes associations unique is that the same populations are:
  - the owners,
  - the customers, and
  - the workforce of the Association

# Association Building

**Skills  
Training**

**High Commitment**



**Leadership  
Development**



**High Capacity**

**Low Capacity**



**Organizing –  
Finding Values**



**Low Commitment**

# Henry A. Murray's "Needs"

## Affiliation

To have meaningful relationships

To analyze the motives and feelings of oneself and others

To help others who are in trouble

## Achievement

To do one's best

To have meaningful goals that get accomplished

To accomplish something difficult

## Power

To be the center of attention

Dominance

To influence others and be regarded as a leader