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Engaging Leaders. Shaping Our Future.

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Jan's Journal

I love this time of year. The Fall colors are just starting to show themselves. The air is turning crisp (and wet). The Jewish New Year is upon us. School has started. And of course, at LT, another year has begun.

It's always a bittersweet time. We have to "close the books" on LT'11. They were an extraordinary class, and while we're sorry to see them go, we look forward to the

many ways they will be making their mark in the leadership of our region. LT'11 — thanks for making it a great year! Thanks too, to all of our corporate and individual donors in 2010-11. Since tuition and fees only cover 60% of our budget, we couldn't do it without your support. *(See list below.)*

While I'm at it, I want to thank those volunteers who will be moving on to other roles this year. Michele Percussi, LT'02, who chaired the Alumni Leadership Committee for two years, has "passed the gavel" to Diane Altman-Dautoff, LT'97. Michele brought great enthusiasm to her role, and I'm delighted her energy will continue on the Alumni Leadership Committee, as Immediate Past Chair. I also want to thank Barbara Johns for her thoughtful guidance as chair of the Curriculum Committee for the past year. Her "arts minutes" were especially insightful. As good fortune would have it, Barbara has joined the Board of Directors for a full, three-year term, so we won't lose her leadership anytime soon. She has "passed the gavel" to Carlene Brown, LT'05, who has stepped into the role of chair of the Curriculum Committee. Speaking of "passing the gavel," another stellar volunteer leader, Don Stark, has moved on from his role as LT Board Chair, to the role of Immediate Past Chair. Picking up the gavel from Don is Michelle Clements. All of us at LT are looking forward to working with Carlene, Diane and Michelle as well as all of our volunteers, in the coming year.

October 2011

A Publication of Leadership Tomorrow

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As I reflect on the past year, there is one volunteer who deserves some special recognition. Bob Ness, LT'96, is one of the longest-standing volunteers I've ever had the privilege to work with. He served on the Curriculum Committee for six years, becoming Chair of the committee in 2001. In his role as Curriculum Committee Chair, Bob joined the Board, and ended up staying for eleven years, including two as Chair of the Board and another two as Immediate Past Chair. We asked Bob to give us his reflections on the organization (*see Bob's article below*). I have been extremely blessed to work with Bob for so many years — he has been a wonderful teacher, mentor, and friend. Thankfully, Bob is still serving on our Strategic Planning Committee — I don't think I'm ready to lose him completely!

Transitions, while certainly challenging, are always exciting. Exciting, energizing, and above all, a time to remind myself that I am honored to work with the best volunteers in the region!

Welcome Class of 2012!

The year kicked off with the Class of 2012 Fall Retreat in beautiful Silverdale, yet again. The class has begun the process of getting to know each other and making those strong connections. This year, there are 72 class members who live and/or work in five different counties! Check out the pictures below from the Fall Retreat festivities. For the class list [click here](#).



Shelly Woodruff, Libby Catalinich, & Rick Meade



Ernie Munoz & Malika Lee



Anna Kashner & Carly Kaufman



Was It Worth It?



Sharon London, LT'11, was asked by the Bullitt Foundation, who helped support her participation in Leadership Tomorrow, to respond to some questions that would help the Foundation assess the value of the program. We are delighted that Sharon gave us her permission to share her thoughtful responses with all of you.

Foundation: "Was it worth it?"

Sharon: "Yes. Participating in the Leadership Tomorrow program was an excellent investment of my time. The networking, friendships and tangible leadership skills I learned in this program have more than offset the time I put in."

Foundation: "How will you apply what you learned from the experience to your work and how will you apply it personally?"

Sharon: "Since EarthCorps is a leadership training program for young environmentalists, I was able to incorporate numerous elements of the LT training into the EarthCorps' curriculum. These included a leadership development training plan utilizing the LT Leadership Style Assessment and the five "Challenge Behaviors" from the Kouzes and Posner text, *The Leadership Challenge*.

Networking has been a huge benefit of the Leadership Tomorrow program. EarthCorps has received pro bono consultations from my fellow LT classmates in both marketing and organizational management. My LT classmates have attended EarthCorps events, such as our Leadership Lunch where Denis Hayes was the keynote speaker, and a few classmates have expressed interest in becoming homestays for our corps members in the future. I also met with an LT Board member, Louise Kapustka, Executive Director of the Executive MBA program in the UW Foster School of Business, and learned about their approach to engaging alumni, an issue that EarthCorps is in the process of exploring. Other connections have yet to be tapped!

Personally, I will use the leadership skills and connections I gained through LT both at my daughter's public school, where I am the incoming PTSA Vice President, as well as with Kavana, a Jewish organization, where I have helped develop its mission, vision and values."

Foundation: "Please share a highlight from the program."

Sharon: "The race retreat was an extremely powerful experience for me. I thought I knew a lot about race and diversity, but this retreat proved that there is always more to learn and that we have a long way to go to make our society more equitable. The value of listening to everyone's personal story, which is a topic we focus on at EarthCorps, has been reinforced through this experience. I also became friends with people I would never have met otherwise, which is so valuable to better understand different perspectives in a community.

Leadership Tomorrow was really beneficial for me personally, as well as for EarthCorps as an organization."

Some Thoughts from Bob Ness

Past and Present

As I take my leave from the Leadership Tomorrow Board this year, I've interviewed a few of the members of the "new" class of 2012 as a way of reminding myself (and perhaps you) of the value LT. Here's what they said to me...



- I loved doing the homework reading and then seeing a concept and trying to apply it in real life.
- I was surprised at how well the retreats are designed so that they lead to results. Specifically, the conflict resolution overview led directly to an experience in the lab team.
- It was good getting to know my "quad" (learning team) and have a comfortable "home base."
- There were lots of new concepts that planted seeds for thought. For example, "trust is given, not earned." Lots of us don't work in that kind of environment, and knowing what it is like allows us to try to replicate it.
- The energy in our class is one of "buying into the idea that this is our community to take care of."
- We're all in this together, and it doesn't feel like others are trying to take advantage of one over another.
- Many in our class have commented about the diversity in the class. It's amazing because it's such a broad representation of our community and region.
- I'm interested in and starting to see how the different segments of the community fit together.
- There are 71 other leaders. It's very interesting to try to find my voice in that group.
- It's nice to think of this being a year-long process. I have time to test things that I'm learning.
- I'm recognizing dysfunctional leadership behavior at work. I'm wondering whether I'll be brave enough to say something about those that aren't helpful or effective.

If there was one thing to say to the Curriculum Committee you would say...

- Thank you! I see your wise hands steering us. Your support is coming through.
- You've given so much thought about the curriculum. I'm quite impressed.

If there were a message to go to the Board of Directors...

- Continue giving direction to the staff and committees. It feels really good

right now.

- Continue to bring this fabulous organization into new patterns of achievement.
- Think beyond the current terrific curriculum about how to support regional leadership.

Message for the staff...

- You're totally on top of things. I'm impressed that three people do all of that work.
- I'm glad that the staff believes in LT. We can feel the good purpose behind their actions.

If you wanted to send a message to the media and regional community about LT...

- Look to the individuals in this program. They're going to be the ones we are going to hear from who want to make our community much better. All of their ways of leading should be recognized.
- I feel like a country bumpkin. I'm the last person to pick up on the patterns in my organization. I'm learning a new language about leadership — it's great learning.
- The time that we allow ourselves to think about these concepts is rare in our lives. It's important to reflect about ourselves and how we want to work and serve.

I'm enthused to hear these messages from the Class of 2012. LT continues to do good work. As the LT Board of Directors and community engage in a new strategic planning process, I encourage them to think about some leadership challenges and opportunities ahead...

- How to include the needs of a global community in our focus on regional leadership.
- How to address the needs of the "most vulnerable" during a time of economic difficulty.
- The need for social invention in all sectors of a healthy community and our own role in that invention.
- The opportunity to partner and collaborate with other leadership organizations.
- The opportunity to create a true community of leaders that collaborate for the common good.

Grapevine



Be sure to let us know what's happening in your life. Good news travels fast. email

susan@leadershiptomorrowseattle.org

1986 :: Jeanne Thorsen, Executive Director of King County Library System Foundation, announced that the King County Library System received the Library of the Year award from *Library Journal* for its innovative services, collections, buildings, and programs. The award is the "Oscar" of awards in "libraryland." KCLS was also noted as the busiest library in the United States in 2010. Congratulations to the King County Library System for its outstanding service and awards!

1995 :: Dian Ferguson is running for Seattle City Council.

1997 :: Jan Hendrickson, Managing Partner with Denny Hill Capitol, was just named one of the 2011 Women of Influence by the Puget Sound Business Journal. Congratulations Jan!

1997 :: James Savitt, Partner at Savitt Bruce & Willey LLP, has been re-elected as 2011-12 Chair of the Pike Place Market Preservation & Development Authority, which owns and operates the Pike Place Market. Jim has also been elected as President of the Federal Bar Association of the Western District of Washington for 2011.

2000 :: Richard McGrue has accepted the role of Executive Director of Habitat for Humanity of Mason County, Washington, an affiliate of the Habitat for Humanity International organization. In this capacity Richard will lead the effort to provide safe and affordable self-help housing to the working poor in this region.

2001 :: Robin Russell has accepted the position of Senior Client Advisor at Laird Norton Tyee.

2002 :: Bobby Forch is running for Seattle City Council.

2004 :: Barbara Johns, Art Historian, Curator and the former chief curator at the Tacoma Art Museum, recently published "Signs of Home: The Paintings and Wartime Diary of Kamekichi Tokita." Her previous books include "Paul Horiuchi: East and West, Jet Dreams: Art of the Fifties in the Northwest, and Anne Gould Hauberg: Fired by Beauty." For information about the book and to order a copy: [click here](#).

2005 :: John Chen recently signed a deal with Wiley and Sons to write his first book on team building through technology.

2005 :: Jessica Paul Werner accepted the role of Executive Director at the Youth Development Executives of King County. The organization is a new effort to bring together around 100 youth development organizations (like the YMCA, Big Brothers, Camp Fire, Girl Scouts, Boys & Girls Clubs, Powerful Voices, the Vietnamese Friendship Association, Tree House, YouthCare, etc.) across King County to build the field, develop a common voice, standards of practice, and more.

2005 :: Angie Wolle has accepted the position of Vice President of Mission and Culture for Providence Health, Southwest Washington Region.

2006 :: Jeff Marcell, President and CEO of enterpriseSeattle, was awarded a \$1,229,000 grant from the Obama Administration for enterpriseSeattle's project "Washington Interactive Media Accelerator." This project was awarded as one of the 20 winning projects of the \$38 million Jobs and Innovation Accelerator Challenge, a multi-agency competition to support the development of high-growth industry clusters across America's regions. An estimated 5,000 jobs will be created and more than 280 new businesses are estimated to result from this cross-cutting initiative.

2007 :: John Hoey married Lisa Olason in Seattle on July 2nd. The newlyweds enjoyed a tropical honeymoon in Kauai.

2007 :: Suzanne Simmons has received a Beyond the Walls Award at the 5th Annual Another Chance Women's Conference and Sister's Summit for her groundbreaking work in Dance and Fitness. Congratulations Suzanne!

2008 :: Brad Meacham is running for Seattle City Council.

2009 :: Eric Schinfeld has accepted the position of President, Washington Council on International Trade & Federal Policy Director, Seattle Metropolitan Chamber of Commerce. In addition, Eric deserves a tremendous amount of credit for winning for our region a million-dollar plus grant from the US Commerce Department's Economic Development Administration. This will fund the development of a Building Efficiency Testing and Integration Center and Demonstration Network (BETI for short). In a nutshell, BETI will be a place where energy-efficiency entrepreneurs can test and validate their products before taking them to market. It meets a real need in this emerging sector, and it has the potential to grow jobs and wealth in this region by leaps and bounds.

2010 :: Nathan Hambley, Account Supervisor at Frause, has been named to the board of governors of Seattle's CityClub. Nathan has been involved in CityClub for the past three years, serving on committees and stepping up into leadership roles.

2010 :: Andrea Heuston, CEO and Creative Principal of Artitudes Design, was recently awarded the Puget Sound Business Journal's Small Business GOLD Award for "Washington's Best Workplaces."

2010 :: Peter Retztagg has accepted the position of Executive Director at the Seattle nonprofit, Community for Youth.

2010 :: Tom Young and family welcomed the arrival of daughter Emeline Faith, at 7 pounds, 12 ounces. Congratulations to the Young family!

2011 :: Allegra Calder has been approved by the Seattle City Council for reappointment to the Seattle Bicycle Advisory Board for a term that runs to August 31, 2013.

2011 :: Maureen Trantham moved on from the Seattle-based Partnership for Learning after four years, to pursue an MBA at New York University's Stern School of Business. Maureen will be living in New York's Lower East Side.

LT Alums, we don't want to lose you. Please update your profile in the LT online directory. For instructions, email susan@leadershiptomorrowseattle.org

Get Involved!

2011 Bridge Conference

October 17-18, 2011 Sheraton Seattle Hotel

To register, visit www.schoolsoutwashington.org and click on the 2011 Bridge logo.

City Club

Thursday, October 13, Health Care Series, Health by the Numbers

Tuesday, October 18, Whose ballot is it anyway?

Go to <http://www.seattlecityclub.org/> to register for either of these events.

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who work to strengthen our region.

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