



CLASS PERSPECTIVES

A Day In The Life of Leadership Tomorrow 2005

BY JOHN CHEN, LT '05

After surviving the interview process, it felt like being selected for college or for your first job when I got the envelope marked "Leadership Tomorrow." Who knew that when I opened that envelope a whole new experience would open up to me? I can now proudly add LT '05 to my description.

I'm John Chen, CEO of PLAYTIME Inc. (www.playtimeinc.com), and I create corporate team building and leadership programs using technology and adventure. I thought I'd share some perspectives from my unique lens only a few months into the LT experience to help those who've done it reminisce, and to peak the interest of

those who haven't. The different team building and leadership styles displayed are fascinating for me to observe and participate in.

IT STARTS NOW

While the program *really* starts with the fall retreat at Silverdale, I learned my first LT lesson, "It Starts Now," immediately. From orientation, to arranging the carpool, to seeing all the people on the ferry ride, LT started the moment I received that envelope. The conversations and people I have met along the way have already added great value to my life. In one memorable conversation, I got to meet a political activist who reminded me of a time when I cared a lot about politics and how much I've chosen not to be part of the process other than voting. While we're in a "BLUE" state and there's only one Republican on my team, my finding out that I'm on a national security list because I have a similar name to somebody on a potential terrorist list reminds me that I might want to re-engage in this arena.

IT'S THE PEOPLE

As we arrived in Silverdale and began the retreat, I made a concerted effort in the opening networking event to connect with as many of the other 64 LT '05 class members as possible. What I immediately noticed was the tremendous

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diversity and talent in the room. When I interviewed past LT members (Curriculum Committee members), all of them mentioned that the people they met made the experience. I met many people with tremendous diversity: government, non-profit, race, sexual orientation, big business, small business, gender, age, attitude and more! I was also impressed with the varied business and personal experience that this room held. After my experience at Microsoft and in starting NW Next (the first Alumni organization of Top 40 Entrepreneurs Under the Age of 40 winners), I hold to my theory—take this level of talent and simply put all of them in a room, and something good will happen!

SERVANT LEADERSHIP

As an experiential educator (learning by doing), what I'm most impressed and excited about is the LT Service Learning Lab. This opportunity to learn by helping a non-profit has so many wins built into it that LT can't fail by having this component, no matter how the project goes. It's one thing to say "Leading by the Heart", it's another to see a team member demonstrate it in a way you've never imagined. This year we selected SafeFutures (www.sittap.org/SFhtml/seattle.htm). I don't think any of us knew about this non-profit when we received the proposal list. I never thought we would have selected it, and yet, this project hit the sweet spot of helping an established (but not too established!) non-profit that focused on kids and young adults, where we could make a difference without hanging ourselves with an impossible project. SafeFutures helps 6 to 24 year-old refugee (Cambodian, Vietnamese and East African) and at-risk youth in the Highland area. The site visit alone opened our eyes to an area and group that we knew nothing about. As we help to create a board development package, I think it will be easy to align our team. We all are in agreement that we are here to serve this important non-profit and their precious clientele.

TEAM BUILDING AND LEADERSHIP

As a member of Team Two and as an occupational hazard, it's also fascinating to watch all of the team and leadership dynamics in the room. I feel fortunate that our team has bonded relatively well. We have accomplished all of our short-term goals, including the monumental task of getting nine schedules to align for two hours (side note: LT members have 28-hour days the way they schedule, me included!). I'm impressed that we're rotating leadership and getting to experience a wide variety of styles. But, I also know from my research (if you're a LT Alumni, I'm sure you have a LT "story," don't you?), that anything can happen and that our team hasn't really hit a major "storming" stage. Much like "Survivor," it will be what happens after we stop being cordial to each other and start getting real that some real "learning opportunities" will show up. I hope to write an "end of LT experience" article, and I believe I'll have a big "aha" moment.

IT NEVER ENDS!

I know I'm only a few months into the process, but I thought I'd end on this humorous LT lesson, "IT NEVER ENDS!" From the monthly Challenge Days that seem to come all too fast, to our numerous evening team meetings, to getting all our paperwork in, to the articles I haven't read yet for our next Challenge Day, some days it feels like it will never end! ...And, that's a good thing. When I went to get my headshot done by a former LT grad, I was warmly greeted and was even offered business assistance due to the LT bond we shared. The fact that LT NEVER ENDS is one of the more endearing features of LT; when you add LT to your list of "after-nameisms," you become part of wonderful organization of amazing people who have shared a similar experience and will help you open doors that didn't exist before.

Thanks to the LT Staff, Jan, Karin, Kebbin, the myriad of LT board members and volunteers, and this year's LT class for honoring me with this amazing team and leadership experience. I hope I revived your past LT memories or peaked your LT interest (applications are due April, 2005!) and I look forward to sharing an end of LT report with you.

John Chen, LT '05 john@playtimeinc.com (877) 652-0875 is the CEO of PLAYTIME Inc., infusing corporate team building and leadership skills through technology and adventure. After 10 years at Microsoft, John now creates award winning (2001 Top 40 Entrepreneur Under the age of 40, 2002 BBB Innovative Business Practices) team building and leadership programs. Their latest offering is geoteaming, GPS Powered Team Building, an experiential lesson in competition and collaboration for clients such as Booz Allen Hamilton, Boeing, REI and Microsoft.



Profiles in Leadership

BY ELAINE KO, LT '88

Virginia Anderson has lived in Seattle for the past 34 years in the Queen Anne neighborhood. She has been the Seattle Center's venerable director since 1988, serves on Leadership Tomorrow's Board of Directors, and is the mother of Maile, her eight year-old daughter.

Q: Give us a little history of how you became the Seattle Center Director. What were the conditions at the time, your goals and vision of what you wanted to accomplish?

I came to this position in 1988 after working both in the private sector and government. I didn't know much about the Center, and as I started exploring it, I really became intrigued with the challenge. It also fit my interests and skills, having done mixed-use urban neighborhood real estate projects, community development, and budget work, along with my involvement in the arts. I was appointed by Mayor Royer. At the time, there had been little investment in the Center since the 1962 World's Fair, and it was facing rapid decay. I was hired literally on heels of the "Disney study," which presented recommendations that would highly commercialize the Center. I was criticized for not having a vision for what it should be yet. It was clear to me that an individual's vision was not important, but rather it was the community's vision that was needed. So, with the community's enormous outpouring of rejection for Disney plan, we embarked on an 18-month process for creating a community vision. As a fan of the much-

maligned 'Seattle process,' I learned an enormous amount as the community created the vision which has sustained us now for the last 15 years! It wasn't architectural design, but rather a set of principles which we have adhered to. For example, the Center should not be self-supporting because it would commercialize it. Instead, it should be a public asset in the public domain. The community wanted it to be safe place for families, and more.

Have you accomplished what you set out to do?

Absolutely. We have invested \$700 million in the Center, the citizens have passed two levies, and the average Seattle resident comes here eight times per year. People and families feel safe here. My greatest memory is the five day, 24-hour memorial for 911 victims where people chose to come to Center. I remember coming back at 12:30 am and seeing a woman in her 70's standing next to a young man with piercings, spiked yellow hair and wearing all leather, arms around each other, crying. To know that I helped contribute to a place that can hold that kind of community is the greatest reward. Perhaps the proudest moment of my career was watching 100 Sikh people in saris and turbans walk into the arena, amidst the heavy anti-Arab sentiments, be applauded for 20 minutes, and witnessing people welcoming them in as a community. This is symbolic of what I have hoped to accomplish—the Center as a container for community in the largest sense.

When you think of leadership today, for the next decade, or even next generation, are there one or two things that you have learned to be most important?

I've learned there is a significant difference between management and leadership. I am a student of leadership everyday; this is so profound for me. Leadership needs to come from within; it's not a learned trait. To find your leadership in your community means to go inside and find out who you are, what you care about, and do it. It's risky. Not everyone supports what you do. Not everyone understands or agrees with you. You need to realize that explaining still may not make everyone understand or agree. I may be wrong, but I can only do what I feel is right.

As a woman in leadership positions throughout your career, what has been your greatest challenge(s)?

I never felt my gender was a disadvantage. There have been times I may have been discounted for being small physically and female. Sometimes, however, that also gave me an advantage, which I reminded people not to

use. I also believe that as a woman, it is easier to bring heart to what I do than it is for men. There's more room for women in our culture to speak from the heart and be able to broaden our definition of competence from just intellect to also include compassion and passion. I am grateful that my eight year-old daughter can see me as a mom and also someone who does other things in the world. My daughter is proud of her mom and she thinks that it's neat that I'm called "little big boss" at work. It's difficult to explain what you do to a child when you don't work with your hands spend your time sitting in meetings for nine hours a day. I've tried to share my life with her.

You have a daughter - we know "you can't do it all" - do you have any insights or words of advice to other mothers who want to stay connected, stay involved in community, and civic activities?

Maile was adopted seven years ago at age one. I adopted her late in my life and she has helped bring enormous balance. I struggle, as every mom does, on how to do the best you can in all the different worlds you work in. It is by far the most challenging thing I've ever done. It's much different than negotiating a contract with Key Arena because it is so primal on how it affects me and her. It was the best thing I ever did in my life. Advice...just live it day by day. I live on Queen Anne and am lunchroom mom once a month. By living and working in Queen Anne, I can get chunks of time to make sure she is at soccer, dance classes, and so on.

Why are you involved in Leadership Tomorrow?

The notion of servant leadership drew me to Leadership Tomorrow and Jan Levy is an expressive voice for this. LT is about service, not self-service. LT is not about a career move or career goal but is something you want to lead in and do in away that serves the community. There is much to learn. I do learn and hopefully I have something to give back. I need a reminder in my life and that's what it's all about – to stay centered on why we do what we do.

Elaine Ikamo Ko, LT'88, is the Operations Director/Fund Developer for Interim Community Development Association, and currently serves on the Alumni Leadership Committee and chairs the Connections Subcommittee.

NOTE FROM THE EDITOR – We are excited to add this new feature, "Profiles in Leadership," to the LT Newsletter. Each edition, we will share a story about an LT alumnus/ae or volunteer who is a community steward. If you know of someone we should write about, let us know. KarinA@leadershiptomorrow.com

As many of you have heard, I joined the staff of LT as Program Coordinator mid August. Prior to coming here, I served as the Assistant to the President at Pacific Lutheran University, my alma mater. It is a pleasure to be a part of this organization. I look forward to the productive energizing road ahead.~Karin Anderson

COMMUNITY LINKS

Board Member Sought

The Healthy Mothers, Healthy Babies Coalition of Washington (HMHB) is seeking Corporate and for-profit business associates with experience in Operations/Management, Marketing & Communications, Business/Finance or Fund Development to enhance their Board. HMHB is Washington State's leading health information resource for low-income women, infants and children. HMHB is a private, non-profit 501(c)3, community-based organization dedicated to providing health education information, resources and referrals to families in Washington State, with particular attention to our multiple cultures and languages. For more information visit www.hmhbwa.org or call Ginny English, executive director, at 206-830-5161, or Board Member Jill Sells, LT '03 at 206-914-1783.

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Staff

Jan Levy, LT'87, executive director
Karin Anderson, program coordinator
Kebbin Brooks, program assistant

Grapevine

LT alumni are out making fantastic strides in our community. Send Grapevine submissions about yourself or fellow Alums to KarinA@leadershiptomorrowseattle.com or call Jan and catch up 206-389-7297, we'd enjoy hearing from you!

CLASS OF 1986

Joseph Ward is now a Senior Vice President and Senior Credit Officer for Wells Fargo Bank.

CLASS OF 1987

Carol Nelson was honored at the inaugural "Woman of Influence Awards" for her role in large business leadership, held in November. Carol is the president and CEO of Cascade Bank and member of the Women's Advisory Board for the Puget Sound Business Journal.

CLASS OF 1989

Sandra Madrid, assistant dean of the University of Washington School of Law, received the Washington State Bar Association (WSBA) 2004 Excellence in Diversity Award. The Excellence in Diversity Award is made to a lawyer, law firm, or law-related group that has made a significant contribution to diversity in the legal profession's employment of ethnic minorities, women, and disabled persons.

CLASS OF 1993

Craig Klinkam was newly elected to the Habitat for Humanity of Seattle/South King County Board of Directors. Craig said, "As a graduate of Leadership Tomorrow, I feel prepared to constructively participate at the board level in the development and care of Habitat for Humanity of Seattle/South King County. I welcome and look forward to my term and experiences on the Habitat for Humanity board."

CLASS OF 1994

Barbara Collier Hanna and her husband Gary have left the hustle and bustle of the big city and moved to Sequim, WA, where they are the proud new owners of Lost Mountain Lavender, a lavender farm just outside of Sequim. The farm includes a small gift shop, and Barbara is really enjoying the beauty of the Olympic Peninsula. Stop by and visit next time you're in Sequim, or visit the website at www.lostmountainlavender.com

CLASS OF 1998

Kirsten Gagnaire of Social Enterprise Group (www.socialenterprise.com) was named a finalist in the Best Overall Company of the Year - Service Businesses category in the 2004 Stevie™ Awards for entrepreneurs. Hailed as “the business world’s own Oscars” by the New York Post, Stevie Awards recognize the accomplishments of women small business owners in the United States.

CLASS OF 1999

Collin Min started work as the Vice President for Programs at the Cascadia Chapter of the United States Green Building Council. The mission of the Council is to promote the design, construction, and operation of buildings that are environmentally responsible, profitable and healthy places to live and work. As the Chapter’s first hire in Seattle, he will be setting up the office and be responsible for development advocacy and educational programs for Oregon, Washington, and British Columbia.

Kim Moore was named the Vice President for new business development of Seattle Northwest Asset Management, a subsidiary of Seattle Northwest Securities Corp., this region’s largest independent investment bank. Her group provides fixed income investment solutions for corporations, municipalities, financial advisors and high net worth individuals.

CLASS OF 2000

Susan Gibson joined the Albers School of Business and Economics at Seattle University as the Executive-in-Residence for 2004-2005. Susan will support the Albers Placement Center in an expanded role which focuses on building corporate relationships, seeking internships for our students, enhancing the mentorship program, and supporting graduate students through coaching and career guidance.

CLASS OF 2001

It’s a girl! **Susan Braukus Hempstead**, husband Ben Hempstead, and big brother Nathaniel announced the birth of Hannah Elizabeth, September 8.

Peggy Pullen chaired the annual International Parks and Recreation Association’s Annual Conference held in September this year in Seattle. The association serves Park’s ground maintenance professionals. Their theme was “Diverse Communities...Common Grounds,” which provided the opportunity to address the lack of

diversity in many Park Agencies in the British Columbia, Oregon, and Washington region.

CLASS OF 2002

Regina Hall is the President of CEO of Willis of Seattle Inc., one of the world’s leading risk management and insurance intermediaries

Willair St. Vil has relocated to Brooklyn, NY, working as the Center Manager for Lower Manhattan One Stop Career Center for Structured Employment Development Corporation (Seedco).

CLASS OF 2003

Mandy Levenberg recently started a full time position at Starbucks Coffee Company on the beverage team as a product manager, New Concepts.

It’s a boy! **Stephanie Lucash** and husband Tom Uniack welcomed Lucash, “Luke,” Reyes Uniack to the world, October 3.

CLASS OF 2004

DS Benbow is working at the Microsoft Corporation as a product manager in the Mobile and Embedded Devices business group. His team focuses on ensuring the larger MS marketing engine is incorporating the Windows Mobile (pocket pc’s and smart phones) story, as it launches campaigns to business and consumers.

Julie Davis recently accepted a new position, Director of Development, with Washington Women’s Employment & Education (WWEE). The mission of WWEE is to assist low income individuals gain the skills, the knowledge, and the courage to be self-supporting.

Charles Knutson is the Vice President for Public Affairs and Communications for The Greater Seattle Chamber of Commerce. charlesk@seattlechamber.com

Peter Masundire, PMP, MHP, RN, Solutions Architect, is in a new position as Change Management Consultant for St. Joseph Health System in Orange, CA, with the CTG Health Care Solutions Inc.

Congratulations to **MaryAnn Renzi** and Thomas Piasecki, who were married in September in Edmonds, WA, and again in October in Florence, Italy where they honeymooned with family and friends. They reside in Edmonds. 

Convening Productive Conversations

BY LUANN CARLSON LT'95

What's your greatest memory about your LT experience? Or can you even remember back that far? With over 22 years of program graduates now (an impressive group of over 1400 people!) it is a challenge to keep people connected and plugged in in the same way they were while going through the program – vocational changes, family and personal life changes, and other time pressures take people in different directions.

Nonetheless, most of the LT Alumni I've run into say what they miss the most from their LT experience is the opportunity to replicate the engaging and informative dialogue that was part of each Challenge Day – hearing speakers on all sides of an issue and being stretched to evaluate what their individual participation should be around that topic. So, in an effort to get the wheels turning again, the Alumni Leadership Committee (ALC) is sponsoring a 4-part *Leadership Challenge Breakfasts Series* called “**Convening Productive Conversations,**” around various pertinent topics of our region. TV Seattle's, **Eric Liu** and **CR Douglas**, artfully moderate a discussion between expert panelists, and then facilitate an interactive dialogue with the audience and the panel.

Our first session held October 6, sponsored by CH2M Hill, Inc., was “**Our Economy- From Local to Global- Providing Leadership in a Global Economy.**” **Bob Drewel**, executive director of the Puget Sound Regional Council, and **Sue Carlson**, director of Development and Marketing, Segale Properties, provided great illustrations and examples of places ‘we're getting it’ as a region and also many opportunities to keep working on the challenges traditionally before us relative to political and economic silos not working together for common goals.

November 4's session focused on “**Health Care- Privilege or Entitlement?**” **Cheryl Scott LT'86**, CEO, Group Health Cooperative, **Dr. Pat Kuszler**, MD and Professor, UW School of Law, and **Dr. Rayburn Lewis**, Medical Director, Swedish

Hospital grappled with the realities of a system on a ‘broken chassis’, as Ms. Scott referred to our healthcare system. There was rigorous discussion with the audience and challenges posed to each individual to think about their own health, and specifically, the significant costs for end of life care when personal wishes are not identified.

Join us January 25, 2005, for, “**Higher Education- How Can We Create Capacity for a Knowledge-based Economy in our Own Back Yard?**” **Violet Boyer**, president and CEO, Independent Colleges of Washington; **Dan Evans**, former Governor, US Senator, and member of the UW Board of Regents; and **Charles Mitchell, LT '86**, chancellor, Seattle Community College District, will provide insight and rich discussion about our state's competitiveness and the capacity and potential of our higher education system. **Don't miss it-the more people in attendance, the more dynamic the discussion will be!**

We will close the series in February with, “**Transportation Infrastructure – Getting from Here to There.**” Needless to say this is a hot topic for all of us. This will be an opportunity to look at the system as a whole, its current status, and the road ahead for solving our regional transportation problems.

These *Leadership Challenge Breakfasts* are open to the public. You are encouraged to spread the word and bring a guest! For further event details visit www.leadershiptomorrowseattle.org/events.

Most of all, I wish for you a happy New Year actively engaged in our community, demonstrating leadership and impact in whatever specific sphere interests you most. Should you have interest in connecting more with LT alums again, we'd love to have you join us at one of our ALC meetings to get more involved. Please feel free to contact either me or one of the LT staff members and we'll get you the details of the specifics.

LuAnn Carlson, LT'95, is a Senior Partner at Corporate Strategies & Development, LLC., and serves on the LT Board of Directors and chairs the Alumni Leadership Committee.

Get Informed Be Challenged Model The Way

Calendar of Events

CONVENING PRODUCTIVE CONVERSATIONS

JANUARY 25 Higher Education Competing for Competitive Advantage
One Union Square Boardroom

CHALLENGE DAYS

JANUARY 20 The Arts: How Is Creative Expression Essential to a Healthy Community
The Paramount Theatre

FEBRUARY 18-19 Mid Year Retreat: How Does Racism Impact me? What Is a Servant Leader's Responsibility in Moving Us Toward a Community Free of Racism?
Silverdale, WA

For more information on these or other Leadership Tomorrow events, contact Karin Anderson at 206-389-7234.

THE MISSION OF LEADERSHIP TOMORROW

is to develop informed and committed community leaders. Its programs are designed to help participants acquire an understanding of the critical issues affecting the region, and the leadership and stewardship capabilities necessary to resolve them.

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