

Building Leaders ■ Building Community
The Leadership Symposium
Monday, November 24, 2008

Memories of a Dialogue on Community Leadership



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Introduction

Leadership Victoria identified a critical need for a community conversation about the future and direction of leadership in our community. The *Building Leaders: Building Community Leadership Symposium* was designed to address both the interdependence and diversity found in leadership today throughout Greater Victoria. On Monday, November 24th, over 100 individuals from all sectors of the community came together to connect in a meaningful dialogue around questions that mattered, ideas that will inspired, and outcomes that triggered a call to action, around community Leadership.

The Objective

The objectives of the Symposium were to:

- engage Victoria in a new conversation about leadership addressing the issues, challenges and potential solutions
- celebrate the diverse quality of leadership in Victoria and build on leadership relationships at all levels
- leverage the power of leadership in our community to enhance the quality of life
- infuse enthusiasm for the future of leadership throughout the community
- support leadership development and collaboration in Victoria

An Initiative of:



Presented by:



Sponsored by:



The Keynote Presenters

Françoise Morissette

'Are We Ready for Tomorrow'



Françoise has been a Faculty Member in Queen's University's Industrial Relations Centre since 1994. As a human resource consultant, Françoise has been a major contributor to the field of organizational development providing consultative services that enhance the performance of organizations, teams and individuals. Her main area of expertise is leadership development and she currently co-authored 'Made in Canada Leadership' which outlines research with 295 exceptional leaders in all sectors of the economy, and 66 professionals involved with a variety of leadership programs across the country.

Danny Graham

'A Passion for Collaborative Dialogue'



A lawyer by profession, Danny Graham has had over 20 years of experience in business, law, public policy and politics. Danny is chief negotiator for talks with Nova Scotia Mi'kmaq and the federal government on treaty issues and land claims, and is a public policy consultant at the law firm McInnes Cooper. He worked with the United Nations to develop the UN Basic Principles for the Use of Restorative Justice and continues to be a leader in this area, speaking to audiences around the world. A former Leader of the Nova Scotia Liberal Party and MLA for Halifax Citadel, Danny is Chair of Envision Halifax, a grassroots community leadership initiative. Danny's life and messages are living examples of the power of stepping out of our skin and serving with courage and love.

Keynote Speakers with Symposium Organizers

From Left to Right:

David Marshall
Past President, Leadership Victoria

Francoise Moiressette – Keynote Speaker

Suzanne Dane
Chair, Leadership Symposium

Danny Graham – Keynote Speaker



World Café Questions

What is a community leader?

There is no 'one' definition of a community leader. A community leader can be an individual or even a collective group.

There are numerous attributes and characteristics of a community leader including ...

- Passion
- Humour
- Risk taker
- Visionary (rather than power)
- Innovative learner with willingness
- Follow through
- "We" not "me"
- Heart
- Vision
- Ability to listen
- Energy
- Action
- Enthusiasm
- Trust amongst the community
- Open to opportunity

A Community leader

- ... often needs to find or create a balance between fear and hope, particularly in times of change.
- ... finds Community through feeling
- ... knows that creating a link with the community at a local level is the most important thing before this can grow to a larger level or community
- ... removes barriers and has the ability to think outside the box.
- ... knows when to step back and/or leave. A leader will willingly step aside and let others move into the role of leadership within a meaning or an action.
- ... has integrity
- ... finds a place for everyone
- ... thinks big, starts small

What does it look like when we work well together as community leaders?

We have a Shared Vision

- We are at our best when we share a vision
- A shared vision can lead us to a higher purpose that we might not be able to accomplish by ourselves
- Looking for the things in common to open up possibilities

There is time to develop trust and shared understanding; listening

- Understanding one another, trust and respect.
- Take the time to do things and build relationships

Dynamic energy, vibrant, excitement, contagious

- It makes you feel good to be part of something that allows you to accomplish things you couldn't do on your own

Synergy, connections, flow team, whole is better than sum of parts; shifting

- Know when to lead and when to follow
- Be open to the idea of changing concepts

Ego-check, transparency, authenticity, ethics

- Transparent process. What, when and how it's happening.
- Understanding, respecting, appreciating
-

Welcoming diversity, inclusive, balancing perspectives

- It has to be diverse for its survival

Willingness to let go of old mindsets and processes

- Open minded, ask people for ideas

Courage, risk taking

- You have to take risks for change.
- Include everyone, going beyond your self and your own interests

Celebration of success and failures

- Learning from each other's failures and moving forward

There are systems that bring us back on track, evaluation, systemic learning, finding better solutions

Willingness to do the job that is not easy

Getting things done, working with impact, pooling our efforts

- Tangible deliverables
- Make an impact

How do we support and recognize each other as community leaders?

Infrastructure

Sharing of resources

- Talking to each other

Celebration of leadership

Ask and tell what the leaders need

Leverage – how to extract knowledge, support ideas

Mentioning – Keeping on track, sharing vision

- Recognize an upcoming leader and offer to mentor that person

Listening, find and build on positives

- Let people know what they're doing in a positive manner

Generosity

- Not think about what's in it for you, to do it for the community and for the better

Remove barriers for young people to get ahead

Be available and present

Vote with your feet

Generational differences – adapt to, be open to older or younger generations' needs

Confidence in what you can offer

Recognition and Support = action

Recognize your own gifts, resources and share them

Not all leaders look alike, behave the same

Recognition suitable to receiver

Network

A time I felt a sense of community in this community was...

- When I first moved to Victoria, there was a freak snowstorm. I was amazed at how my neighbors shoveled my sidewalk because they knew I didn't have a shovel.
- Being part of a group who came together to discuss – then decide – to form Leadership Victoria.
- Speaking with a parent-infant group who come together weekly to share stories, ideas and eat lunch. All parents helped to care for all of the children.
- At session to “Imagine 2112” – what the “Southern wolf of Vancouver Island” – we can imagine is: in one hundred years a living vision is emerging, clear, focused really in action now.
- At the Remembrance Day ceremony at the monument in Oak Bay.
- Island Farm's Santa Clause Parade. Saturday, Nov 22 2008.
- Calling Rue Cunningham (93 years old) to ask her how to get involved in delivering groceries to seniors. She was amazing!
- When our new neighbour organized a Block Watch for the street and we had a street party.
- Being part of the town's efforts to acknowledge our Olympic and Paralympic athletes for support and celebration.
- At a memorial celebration of a well-loved celebrated community leader who passed suddenly.
- I was fortunate enough to be on a committee of various community non profit groups regarding changing the perception of the downtown core in regard to safety. Through our discussions, many of the groups at the table came up with ideas on how to support educate one another.
- Watching a newly formed children's choir singing at a recent community event (and then joining the audience as the children led a rendition of “Bibity Bopity Boo”)
- Taking part through my work in the 24 hour relay at UVic. It is a time for a number of businesses and individuals to come together and participate for a cause.
- At a fund raising in my home

Leadership Louie

At the conclusion of the formal program, participants were asked to share their experience of the day in terms of one important thought ... one important feeling, and one thing they were going to do as a result of the Leadership Symposium. Here's what they had to say.

One important thing I thought about today . . .

- What an amazing networking opportunity!
- I'm amazed at how shared are our perspectives
- The wisdom really is in the room
- Synergized, have power
- The potential created by connections
- Communicate
- Vision
- Awareness and cross-sector leadership
- How we are all connected and share common goals but don't always realize it.
- These opportunities to come together are important.
- The difference between leader, leadership and leading
- What would happen if I did 'that'?
- What next?
- Connectivity
- Sense of inclusion. Wisdom in the room to inspire.
- Integrity
- Leadership = energy
- Leadership is complicated!
- Mentorship
- Unity
- Significance of the larger community. Work, family, spiritual, volunteer, etc
- The meaning of leading vis a vis a leadership
- Leading or leadership Vs leaders
- I need a mentor!
- Energy in room
- HMS leader
- How to enable inspiration
- Think, reflect, move forward
- How to engage others in leadership
- I am more influential to my community than I realized
- I met many wonderful people in this room today



One thing I felt today . . .



- Hope
- Encouraged
- Love
- The great talent in the room
- Tired
- Motivated Energy
- Honesty, Passion
- Think, hope, imagine
- Amazement regarding the passion for community
- How important community leadership is
- Reminded of the generosity of this community
- A community of shared concern
- Hope that our future as a community is “on the radar”. Leaders are needed
- Appreciation for keen sensitivity to community leadership
- Privileged and humble to be part of this group
- It is important to keep youth involved
- Pride in being a member of the organizing community
- Proud of the collective wisdom and generous spirit in the room
- How do we revitalize our community to be inclusive of Gen Y
- Follow my ideas
- Integral leadership
- Passion and commitment
- Energy
- Inspired
- Motivated, inspired
- Passion
- Humbled
- Peaceful and hopeful
- Compassion
- Empowered and positive
- Energized and optimistic
- Hope
- Enthusiasm
- Hopeful
- Encouraged
- Courage
- Distributed leadership
- Best thought global community
- Community meaning, connected

One thing I am going to do as a result of today . . .

- Get connected
- Positive attitude, do it
- Make a home
- Stay in touch with leadership Victoria
- Find a way to fit in!
- Read Francoise's Book
- Volunteer for LV to bring community together
- Look for a similar group and come back again
- Keep connecting
- Share learning
- Continue to work with leadership Victoria
- Work on enabling youth to become involved in community leadership
- Multigenerational dancing
- Take action!
- Build on network authentically
- Share information and have conversation with my board of directors
- Find a new opportunity for risk/involvement
- Share
- Search out volunteering in Africa
- Work to have better youth representation in the community!
- Talk to my staff. Encourage non traditional office environment. Everyone take the lead. Share strengths!
- Promote that everyone can be a leader
- Engage
- Network with public and private sectors
- Keep pushing the boundaries of my comfort zone
- Encourage my daughter to take the LV program
- Incorporate larger sense of community into lead
- Think more
- Reconnect with people I've been too busy for over the past year
- Connect with a group and individuals who may be able to help make our vision reality
- Be more focused on my volunteer work. Feel inspired
- Experience something new
- Will have a conversation about leadership in our organization
- Share knowledge
- Get involved with group leaders
- Take risks
- Be a mentor
- Re-commit



About the Participants and Participant Satisfaction

The primary reason participants attended the Leadership Symposium was to learn more about community leadership (84%); hear the keynote speakers (81%); and, networking opportunities (73%).

Breakdown of Participants:

- 100% of respondents are currently involved in some sort of leadership role (paid or unpaid).
- 45.5% are in supervisory/managerial positions.
- 4.5% of participants were students.
- 9.1% were retired or unemployed.

Sector Representation (NB: Participants could be involved in more than one area.)

- Non-profit Sector 69.6%
- Private Sector 43.5%
- Public Sector 30.4%
- Volunteer Sector 47.8%

What was the satisfaction level of attendees?

Evaluation Area	Excellent Very Good	Good	Not Satisfactory Poor
Symposium Management	91.4%	4.3%	4.3%
Keynote Speakers	82.6%	17.4%	
Venue	81.9%	18.1%	
Time of Year	78.3%	21.7%	
Food & Beverage	77.3%	22.7%	
Program Design	73.9%	26.1%	
Time of Day	69.5%	30.4%	
Wine & Cheese Reception	62.5%	37.5%	
World Café	56.6%	39.1%	4.3%
Conference Handouts	56.6%	30.4%	13.0%
Pricing	56.5%	43.5%	
Panel Speakers	54.6%	40.9%	4.5%
Marketing Materials	43.5%	56.5%	

- 86.9% of survey respondents indicated the Leadership Symposium exceeded or met their expectations.
- 82% of respondents indicated they would attend the Leadership Symposium again.

Moving Forward

78.3% of survey respondents indicated they would like to activities or events building on the Leadership Symposium. Below noted are some of the ideas/comments that were put forward.

- A youth leadership or emerging leader's symposium. There seemed to be a lot of interest around youth engagement and quite a few younger leaders in attendance. If not a specific symposium dedicated to youth, perhaps having a younger leader as a part of the panel?
- I think we need to look at how to involve our partners in community leadership--especially business and government. What about internships, mentoring and creative ways of developing leadership.
- Community leadership mentor opportunities. I think it is important for those who are current leaders to reach out to others who are interested in becoming future leaders.
- Somehow taking the energy and ideas generated to the community. Many people, included elected and senior bureaucratic and business people don't even know this event happened. Moreover, they would be surprised -- perhaps astounded -- by the richness of leadership within the room that afternoon. Re #4 below, could we develop some form of promotional campaign to the community around the availability of the video?
- Mentoring programs to allow the next generation to learn from currently established leaders.
- Networking events--maybe themed discussion coffee nights?
- Internet forums for casual interaction among community leaders.
- Not sure but building on the success of this Symposium should provide a lever to invite/engage local political leadership. Would have been difficult this time with the "election burnout" but having Mayors and Councilors participate in the World Cafe and LISTEN (not necessarily speak) to the issues might be helpful.
- establish a 'Leadership Victoria' annual(?) event - possibly widening it to include reps. from some of the business sponsors - to show them what is being done
- Workshops, speakers, etc., similar to Volunteer Victoria; but not duplicating service.
- Some sort of follow-up to the ideas put forward by the keynote speakers - ie: round table discussions re practical applications or relevance to local situations.
- Symposium 2 - From Ideas to Action
- Take one or two of the great ideas that came from the CAFE conversations and plan the next conversation with the group around those ideas/suggestions. A suggested outcome would be to have some concrete action taken, as a result of the next round of conversations.
- Skills Exchange between more senior and junior community leaders
- Forget about community leadership and get to the biopsychology of leadership.

Thank You to the Planning Committee

Event Chair

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A Closing Thought

About Change

If you always believe what you've always believed
You'll always feel the way you've always felt
If you always feel the way you've always felt
You'll always think the way you've always thought
If you always think the way you've always thought
You'll always do what you've always done
If you always do what you've always done
You'll always get what you've always gotten
There is no change – there is no change!

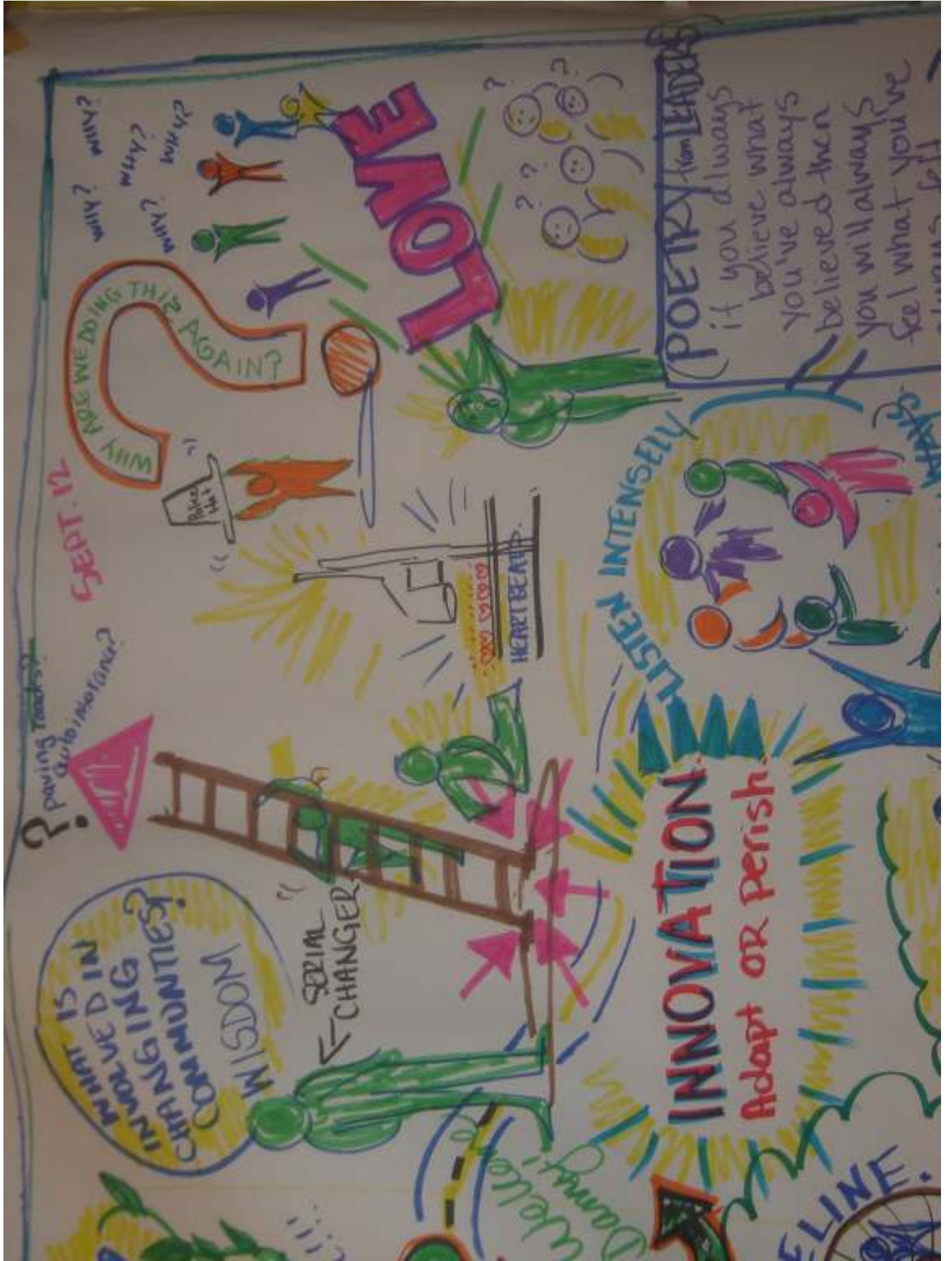
Author Unknown
Shared by Danny Graham
November 24th, 2009

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The Leadership Symposium

Snapshots of the Graphic Facilitation
Compliments of Wendy Harris





WHAT IS A...

COMMUNITY LEADER?

(individual, company, space) WHAT IS THE COMMUNITY?

I THINK HERE



HOPE vs. fear



Passion

Feelings

COURAGE

Community



...A THAT WARM FEEL

VOICE



CAN DO IT!!!

AD-ing

CHARISMA???

LEADER - to - LEADERSHIP

DEEPER
CONTOURS

PERMANENCY



CREATE
A
FEELING.

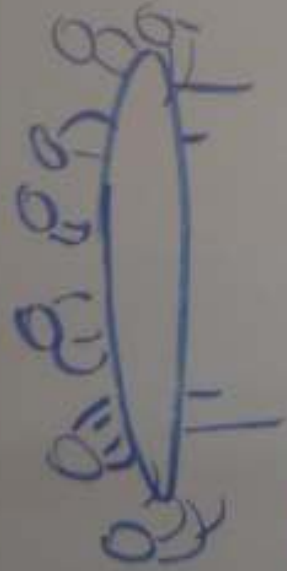
ENERGY



AUTHENTICITY



LEAD
BY EXAMPLE



Inspire

love



HOW CAN WE
RECOGNIZE and
SUPPORT EACH OTHER
AS COMMUNITY LEADERS?

our young leaders see
the world
through their
community

CELEBRATE
LEADERS

Recognition
of
AGILITY

BUILD
CAPACITY

LEADERSHIP
INVOLVES
ALL OF US!

Understanding

PARTNERING

Respectful

PROMOTE MENTORSHIP

? WHAT
DO YOU
NEED

We're the ones we've been waiting for

