



## Benefit

### Leaders Who Truly Serve Can Create Organizations That Thrive

The principles of servant leadership are to engage teams in deeply meaningful, trusting work relationships creating environments of productivity at the highest level.

This program is designed to help you:

1. Cultivate your capacities for servant-leadership
2. Find and follow your calling, gifts and talents;
3. Work with tools and coaching practices to deal with the difficult challenges of integrating servant-leadership philosophy with real-world work;
4. Deepen your capacities for listening, caring, courage, and commitment in the way you work;
5. Experience a meaningful and fulfilling way to lead, with greater authenticity, life balance and energy;
6. Experience the gifts of a highly supportive network of advanced servant leaders.
7. Benefit from a "whole brained" approach to developing teams and communities.

## Deep Learning

### A Deeper Level of Learning – a Novel Approach

Through this SLLC, participants quicken the learning curve by sharing best practices, skill development and support from peers across a variety of industries.

## Renew

**Developed by Ann McGee-Cooper and Associates**, the SLLC program is based on decades of AMCA's work building energized, high trust cultures in premier servant-led places of work such as TDIndustries, Parkland Hospital and Southwest Airlines. As Herb Kelleher, Chairman of the Board of Southwest Airlines puts it:

*"Ann McGee-Cooper shows how a job can be a source of fellowship, zest, pride, fun, and individual expression. If we follow her precepts in Servant-Leadership, we will return refreshed, inspired, and collectively more productive and healthy." -*

## Thrive

### What Servant-Leaders Experience from this Learning

Participants of (SLLC) comment:

*"I now have wonderful, powerful tools I can use that enable others to thrive, and I have a re-energized outlook toward my work."*

*"I've discovered that servant leadership is a journey of personal development with rewarding consequences. An effective leader strives for continual personal growth and encourages that in those who are being guided."*

*"Some of the most important movements in life seem to happen synchronistically."*

*"I am really grateful for SLLC being the perfect impetus for my teaching and mentoring."*

## A Rich Experience

### Learn & Experience:

- New techniques for coaching- servant-leadership principles & practices
- Guidance to sustain a servant-leadership approach even in the toughest situations

- A supportive network of like-minded, committed servant-leaders
- Mentoring from exemplary servant-leaders
- Tools and new skills to prepare to facilitate your own SLLC
- Practice the 5 disciplines essential to growing a learning community.
- Inspiration that will evoke your passion and take your servant-leadership to the next level.

### **The Experience of Telecircles (quotes from current participants)**

*"I wanted a learning opportunity but couldn't afford the travel time—however this I did right from my living room. I came out of the series of telecircles feeling connected to the people on the call."*

*"It's not just an ordinary education experience like when you're sitting in a course room, it goes beyond learning information. It is a rich experience that provides the avenue for people to bring what they know to the table and build from there. I was inspired on every call. Since the telecircles I'm a much stronger servant-leader."*

*"This was a far better experience than simply attending a conference. There was a wonderful connection between professionals. Small group facilitation focused on servant-leadership topics & allowed us to grow together to support each other as we improved our unique skills and integrated them into our work environments. This experience truly provided unique growth I'll never get in other venues."*

### **Whole Brained Learning**

**Two areas of interest that have withstood the test of time with our clients are:**

1. Whole-brained thinking, discovering our preferred way of viewing the world, how that impacts our decision-making and ways to synergize with people of opposite strengths to significantly improve the collective intelligence and productivity of all
2. Whole-brained time management—understanding the opposite approached to planning, prioritizing, scheduling, and executing our work and leisure hours.

**This program incorporates learning about both of these.**

#### **The benefit of HBDI whole brain learning:**

*"As a division manager for a large semiconductor company, I was responsible for leading a global team of leaders with diverse backgrounds. We found the HBDI process to be helpful in many ways. Firstly, it helps the individual understand his/her primary brain style under normal conditions and under stressful conditions. Secondly, it helps the individual to understand the brain style dominant in each team member. It allows the team to better understand the style each member brings to the team in creating vision and strategy, solving problems and creating the climate for the organization. Finally, it allows the team to understand both their collective strengths as well as the team gaps such that we make business and people decisions in a more holistic way incorporating the perspectives of all four quadrants. **Using HBDI we saw significant improvement in our collective leadership as a global team.**"*

- Shaunna Black, VP, Texas Instruments (retired)

**I have found the HBDI training both personally enlightening and very useful for improving team work in our work place culture.** The training provided me insight on the how and why I make decisions., In my case, being a high D quadrant, I like to be innovative, take calculated risks, and do not need a lot of data to make a decision. This can be both a strength and a weakness. The way to best capture the strength is in recognition of dominant quadrants of my peers and our executive team. The training also provides our

team perspective when we question each other on plant issues. Knowledge from the HBDI keeps unneeded emotion out of the dialogue and helps all of us use our diverse talents to make the best decision possible.

- Stephen Smith, Director of Maintenance. Comanche Peak Nuclear Power Plant

## Who Should Participate

### We Invite Leaders.

This program is intended for those who have been working as servant-leaders for some time and want to grow and do the "inner work" to live into their callings and genius.

### What You'll Get

This one-year program provides deeper learning through development of trusting and supportive relationships amongst peers. The ongoing guidance and support enable you to bring to action what you've learned. Your participation includes:

1. **Coaching** - a four-hour evening together in person at the Greenleaf Conference, Thursday, June 8th, 2010 (optional), along with a series of 8 telecircles throughout the year (October, 2009-May 2010) - these are 90 minute phone calls that allow every person an opportunity to speak, to be deeply heard (something we often can't ask for from our peers at work) and to receive expert coaching.
2. **HBDI Group and Individual learning** – One HBDI profile and individual coaching session along with three of the eight telecircles focusing on applications of the HBDI and whole brain thinking.
3. **A journaling program** – with readings and activities to keep your momentum and growth going throughout the year.
4. **Individual support** through web-engagement and phone as requested to bring to the workplace what you've learned, to solve issues, and enhance your use of your gifts/genius, and keep you on track with modeled servant leadership guidance.
5. **Ongoing conversations** with a community of great leaders on a regular basis – learning how they're bringing to the workplace servant leadership, their best practices and experiences.

## Program Details

**Time:** Telecircles will be on **Monday afternoons at 3:30pm** Central Time

**Dates:** **Nov. 2, Dec. 14, 2009; Jan. 11, Feb. 8, Mar. 1, Apr. 12, May 10, and June 7, 2010.**

**The fall VSLLC groups will meet for a face-to-face at the Greenleaf Conference (June 16-18, 2010) in Atlanta, GA, on Thursday evening, June 17, 2010. This is optional; it is not included in the initial cost.**

**Commitment: 4 to 5 hours of learning time per month and a one time fee for the entire package of \$1500.** (50% discount from \$3000 standard price available for pilot groups 2009) This includes:

- 8 telecircles (3 focused on HBDI learning)
- 1 Individual HBDI profile and coaching session
- Web-based learning reinforcement,
- An optional gathering in Atlanta, GA at the Greenleaf Conference in June 2010 (the evening of June 17). Conference registration, travel, lodging and meals at the retreat is not included.

**Contact info:** email - [DeborahVW@aol.com](mailto:DeborahVW@aol.com) or call - 480-502-5182

\* Benefits unique to the Gold HBDI program are noted in Golden font

## Expert Facilitation

### SLLC Telecircle Certificate Program Faculty



Deborah Vogele-Welch, Ph.D., Lead facilitator is a coach and facilitator with AMCA. Her work focuses on team and board development along with coaching leaders in colleges, school districts, foundations, corporations and small businesses. She is a faculty member at Capella University teaching group facilitation and leadership in virtual and residential doctorate programs over the last 10 years. Along with her 25 years combined experience in the field of psychology and leadership she is an innovative leader in virtual learning processes such as online learning and the use of telecircles for support and learning across distances.



Duane Trammell, M.Ed. Founding Partner and Executive Vice President, has been working with Ann for 26 years. He manages the operations and finances of the company. With a Master's degree in Gifted Education and Supervision, Duane has taken a special interest in writing, researching, and developing materials in servant leadership. He has co-authored *Time Management for Unmanageable People*, and *You Don't Have To Go Home from Work Exhausted!* Trammell led our team in the development of 14 modules designed with an interactive approach to teaching servant leadership. As a business trainer and seminar facilitator, Duane's specialty is implementing creative ideas and translating theory into practical business applications.



Ann McGee-Cooper, Ed.D., Inspiration and supporting faculty member is founding Partner of Ann McGee-Cooper & Associates, a team of consultants. She is an international leader in researching and applying servant-leadership in the workplace, having served on the Culture Committee of Southwest Airlines for 19 years and with TDIndustries for 33 years. She has counseled national business leaders, governmental officials and college presidents on servant-leadership, team-building, life/work balance, time management and creative problem solving and is author of *You Don't Have To Go Home From Work Exhausted*, *Time Management For Unmanageable People* and *The Essentials of Servant-Leadership: Principles in Practice*, *Being the Change: Profiles from our Servant Leadership Learning Community*.

Ann McGee-Cooper and the Servant Leadership Learning Community teaching team are known for developing strong cultures of servant-leadership that are sustainable and continuing over decades in corporations, health care systems, and other venues.

Their work with learning communities is some of the most powerful – allowing business and community leaders to learn more quickly and implement practices of servant-leadership into practical use while infusing the benefits into their communities.



Anna Francesca Chouteau, M.S.O.D., is an organizational development consultant with a decade of leadership, motivational and communications expertise in a wide array of organizational environments from small non-profits to Fortune 500 corporations. From Boards of Directors to operations teams from celebrity events to the greening of a diverse financial group, Anna's strategic view, personable approach and commitment to clear communication have helped individuals and organizations rise to the challenges they face. She has worked in energy, finance, agriculture, real estate, international aid, social services, and the environment. Anna has a Masters of Science from Pepperdine University in Organizational Development and is certified in the Herrmann Brain Dominance Instrument (HBDI).

*Take your servant leadership to a deeper level – in your work and your personal life! Experience a unique leadership development opportunity. Join us for the 2009 Virtual Servant Leadership Learning Community Program!*