



**Session:** 1 of 9

**Date:** October 19, 2023

**Time:** 9am to 5pm

**Location:** Josiah White's

# Tenille Zartman Facilitator

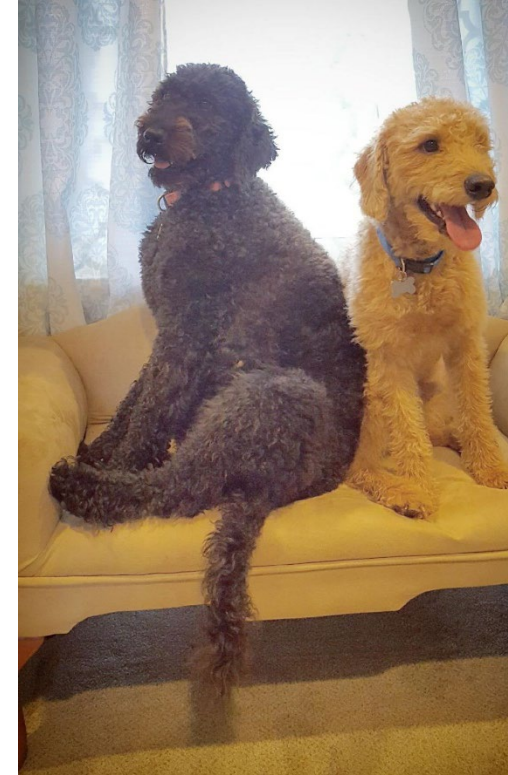
- Vice President, Grow Wabash County
- Lifelong Learner
  - LDWC Graduate 2017-18
  - Oklahoma University Economic Development Institute Graduate 2021
  - MBA from IPFW 2012
  - Undergraduate IU Bloomington

## Contact:

Tenille@growwabashcounty.com

Office: (260) 563-5258

Cell: (260) 330-3730





**GROW**  
**WABASH**  
*County*

## Who we are

Grow Wabash County merged the county's Chamber of Commerce and Economic Group in 2017, committing to addressing and tackling the big-picture challenges facing Wabash County.

## 5 Pillars

1. Entrepreneurship
2. Workforce Development & Talent Attraction
3. Business Development
4. Livability
5. Investor Services

*Together, Growing a Prosperous Wabash County*



**GROW**  
**WABASH**  
*County*

## Committee

1. Patrick Sullivan, Chair
2. Sue Chapman- Roesner
3. Jim Smith
4. Melissa Ford- Kalbfell
5. Tenille Zartman
6. Keith Gillenwater
7. Chelsea Parson
8. Amber White
9. Leah Nellis

Leadership Development Committee Members 2022-23



# Why is leadership training so important?

- 1 Unlock Your Potential:** Leadership training programs provide you with valuable knowledge, skills, and strategies to unlock your full leadership potential. You'll learn effective communication, problem-solving, decision-making, and conflict resolution techniques that will empower you to navigate challenges and inspire your team.
- 2 Build Stronger Teams:** Great leaders are adept at fostering collaboration, building trust, and motivating their teams. Leadership training equips you with the tools to cultivate a positive work environment, strengthen relationships, and bring out the best in your colleagues.
- 3 Stay Ahead of the Curve:** The business world is constantly evolving, and leaders must stay ahead of the curve. Leadership training keeps you up to date with the latest trends, strategies, and best practices in your industry. By continuously learning and adapting, you'll remain relevant and agile in a rapidly changing landscape.
- 4 Enhance Your Decision-Making:** As a leader, you'll face complex decisions that impact your organization's trajectory. Leadership training hones your critical thinking and problem-solving abilities, enabling you to make sound, data-driven decisions that drive growth and success.
- 5 Open Doors to New Opportunities:** Investing in your leadership training demonstrates your commitment to personal and professional growth. It sets you apart from the competition and positions you for exciting new opportunities, such as promotions, high-profile projects, or even entrepreneurial ventures.

CORE SPONSORS:



LUNCH SPONSORS:



SCHOLARSHIP SPONSORS:



Josiah  
**white's**

Today's Lunch Sponsor



# Today's Agenda

- Program Overview
- Teambuilding
- Lunch
- Break
- DISC Overview
- Host Tour







# Schedule 2023-24



**October 19**  
9:00am - 5:00pm

Josiah White's  
5233 S 50 E  
Wabash, IN 46992

**November 16**  
9:00am - 5:00pm

Heartland Career Center  
79 South 200 West  
Wabash, IN 46992

**December 21**  
9:00am - 5:00pm

Intertech Products  
906 Hanley Road  
North Manchester, IN 46962

**January 18**  
9:00am - 4:00pm

Ford Meter Box  
775 Manchester Avenue  
Wabash, IN 46992

**February 15**  
7:30am - 4:00pm

Honeywell Center  
275 West Market Street  
Wabash, IN 46992

**March 21**  
9:00am - 5:00pm

Manchester University  
604 East College Avenue  
North Manchester, IN 46962

**April 18**  
9:00am - 5:00pm

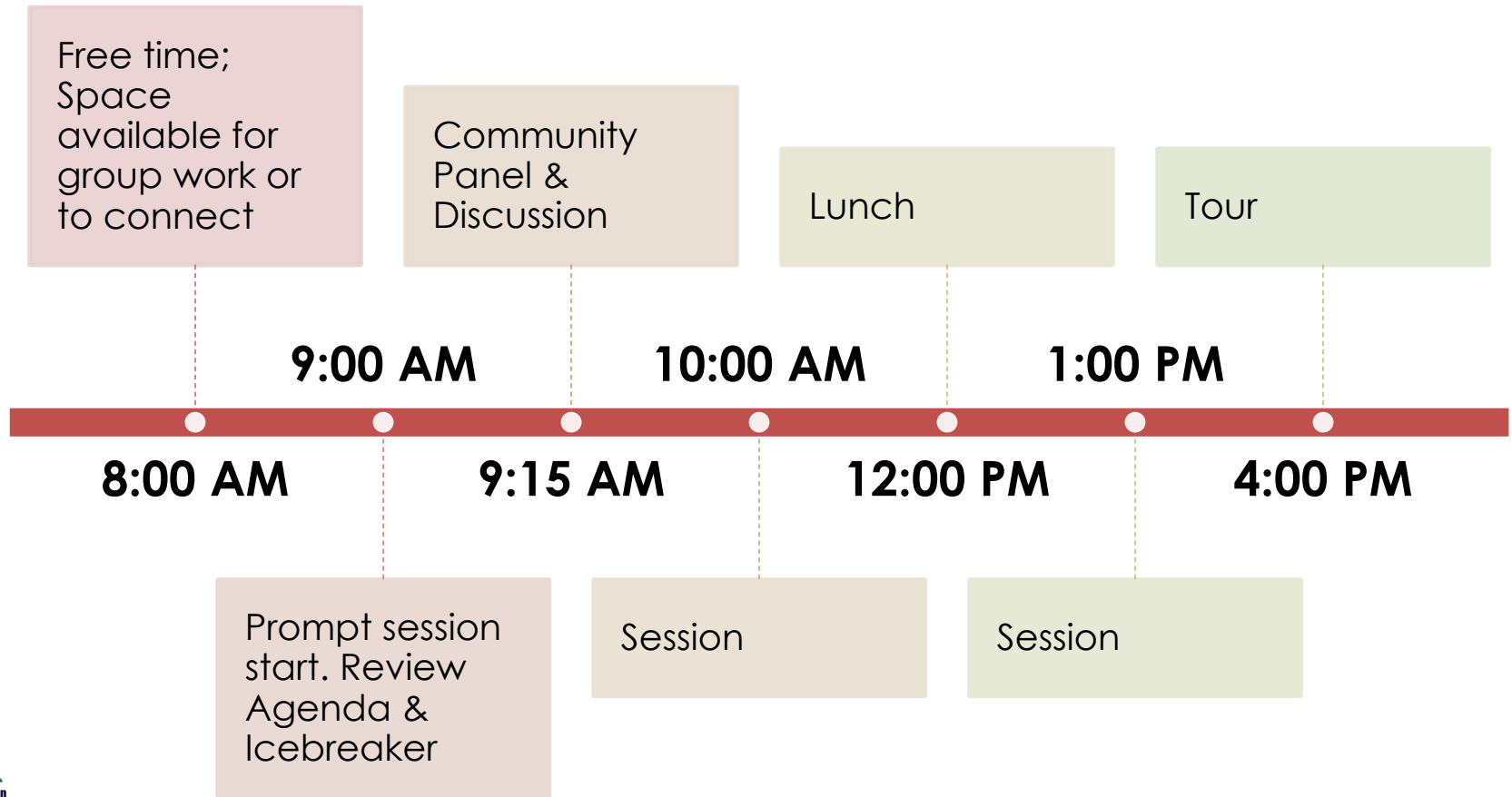
Grow Wabash County/Honeywell  
House  
214 South Wabash Street  
Wabash, IN 46992

**May 16**  
9:00am - 6 pm

Eagles Theatre  
106 West Market Street  
Wabash, IN 46992

Check out the **“General Info & Agenda”** tab for detailed schedule.

# About the Program: **Daily Format**



# About the Program: Objectives

**Know Yourself**

**Leadership  
Principles**

**Community  
Service**

**Community  
Acquaintance**



About the Program: Objectives

# Know Yourself

**Teambuilding & Icebreakers**

**DISC Assessment**

**StrengthsFinder Assessment**

About the Program: Objectives

# Leadership Principles



## Indiana University Kokomo

- Ethics & Lead From Where You Are
- Organization Theory & Development
- Communication
- Leading Teams
- Leading Across Cultures
- Organization Change & Transformation
- Developing Your Leadership Plan

## Anthony Juliano

- Productivity and Time Management Skills for Today's Leaders
- Communication Skills for Today's Leaders
- We Can't Keep Meeting Like This – Meeting Etiquette



**Rosalyn Davis**  
Leading Across Cultures



**Susan Sciame-Giesecke**  
Ethics & Lead from Where You Are



**Deb Dunbar**  
Leading with Emotional Intelligence



**Joann Kaiser**  
Communication



**Anthony Juliano**  
Productivity & Time Management  
Communication Skills  
10 Things To Do on LinkedIn



**Gloria Preece**  
Developing Your Leadership Plan



**Melissa Ford-Kalbfell**  
Strategic Doing Model



**Sue Roesner**  
DISC Assessments



**Carrie Gillenwater**  
StrengthsFinder



**Elizabeth Clayton**  
Change Management



About the Program: Objectives

# Community Acquaintance & Networking



**Grow Wabash County Network**

**Community Panels**

**Government Partners**

**Service Project Groups, Book Groups, & Volunteering**

**Tours & Presentations by Hosts**

**Presentations by Sponsors**

**Alumni Network Mixer**





# About the Program: Expectations

Attend each session; attend 80% to graduate

“Be Here Now” - turn off notifications and put out of office on your email

Actively participate in small and big group discussions

Take advantage of the time to focus on your professional development

Complete the post session survey for feedback

Present a Service Project and Book Report Summary

# About the Program: Tools

## Binders

- Agenda, Notes, Assessments, Groups, Contacts

## Downloads

- [growwabashcounty.com/ldwc-hub](http://growwabashcounty.com/ldwc-hub)

## Communication

- Email [tenille@growwabashcounty.com](mailto:tenille@growwabashcounty.com) | cell 260.330.3730

## Survey After Each Session

- [growwabashcounty.com/ldwcpostsurvey](http://growwabashcounty.com/ldwcpostsurvey)

## Notebooks

- Utilize for Professional Development



# About the Program: **Binder**

Tab 1

Schedules & General Program Info

Tab 2

Notes & slide decks

Tab 3

Personal Leadership Assessments- DISC, StrengthsFinder

Tab 4

Group Projects

Tab 5

Contacts, Bios, Community Resources





## Cohort

- 25 people in 2023-24 cohort
- Check out tab 5 full list of contacts
- Check out tab 4 list of group members



# Awards

- **Social Change Award** Mostly likely to change the world or be a nonprofit leader
- **Sunshine Award** Most enthusiastic and pleasant participant
- **Entrepreneur Award** Most innovative and likely to run a successful business or be a fortune 500 CEO
- **Best Communicator Award** Most likely to be a motivational speaker or have a speaking career in the future
- **Servant Award** Most likely to run for a public office or serve the community in future. This person is likely on boards and volunteers countless hours.
- **Emerging Leader Award** Most well-rounded participant who will likely go far in future leadership

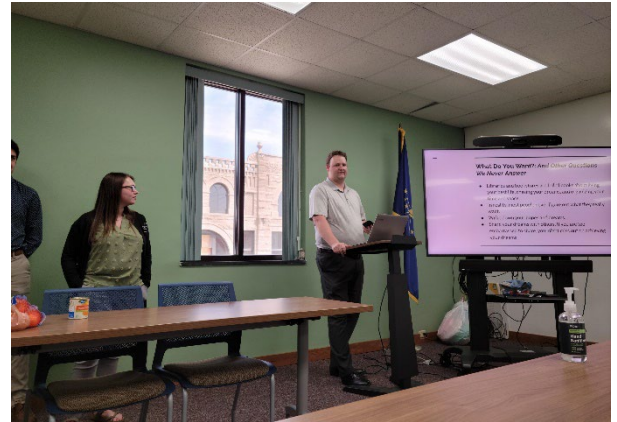
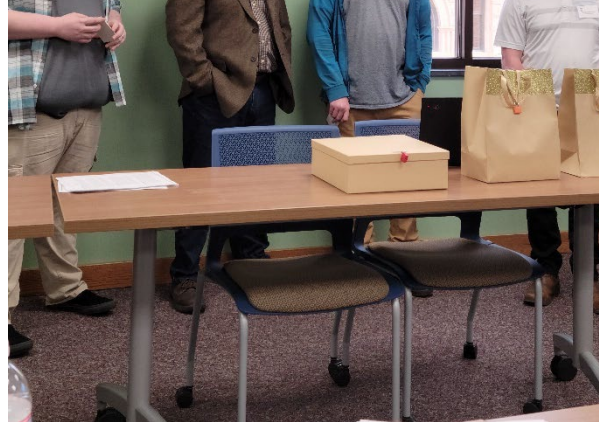


# Leadership Books

- 4 book groups given different books
- Your group will present a summary of the book to the cohort at the April session
- Best presentation overall (voted by you all) awarded at graduation
- Each group member should contribute to the presentation

## **Objectives:**

- Obtain knowledge of 4 leadership books but only read 1
- Exposure to more participants in this cohort
- Learn about other leadership principals and best practices
- Teach other cohort members about lessons learned
- Practice your presentation skills – present at April Session



# Leadership Books Presentations

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# About the Program: Objectives **Service Project**

## Groups

- 4 groups of 6-7 people selected based on different personality types from DISC reports

## Utilize **Strategic Doing** Model Workshop

- Learn a model next session that quickly activates new groups to commit to micro tasks to determine some potential projects

## Complete service project

- volunteer a minimum of **25 hours per person**



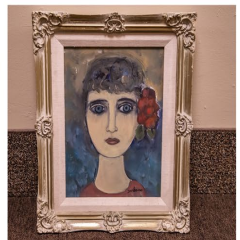
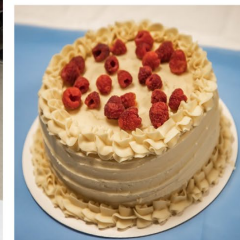




# Service Project Presentation at Graduation - May session

# Past Projects

- Animal Shelter videos
- CareClosets/ Little Pantries
- Trolley Tours for Charity & Other fundraising and marketing support for existing nonprofits
- Community Garden
- End Period Poverty
- Christmas Spirit
- Access Youth Center
- United Fund Wabash County
- Community Foundation Early Scholarships Program
- Hoop House/ green house for a recovery house
- Career Exploration Fair
- Diversity Awareness Campaign



# Time Tracking

1	Time Tracking for Service Project				
2	Date of Service Hours	Description	Start Time	End Time	Duration
3	10/1/21	Called Nonprofit Director and Emailed a Lead	7:00 PM	8:15 PM	1:15
4					0:00
5					0:00
6					0:00
7					0:00
8					0:00
9					0:00
10					0:00
11					0:00
12					0:00
13					0:00
14					0:00
15					0:00
16					0:00
17					0:00
18					0:00
19					0:00
20					0:00
21					0:00

Check out the “**Group Service Project**” tab to access time tracking worksheet

# About the Program: Objectives

## **Service Project**

- Utilize *Strategic Doing* Model Workshop



# Strategic Doing Model Intro



<https://vimeo.com/2162408>



Strategic Doing™  
Do More Together.

## Strategic Doing // Cycle

# Before you start...

Rule 2: Frame a  
conversation  
around an  
appreciative  
question



# About the Program: Objectives

## **Service Project**

Sample Faming Question:

*What if a small group of leaders made a positive social impact in Wabash County from an eight-month project, what could that look like?*



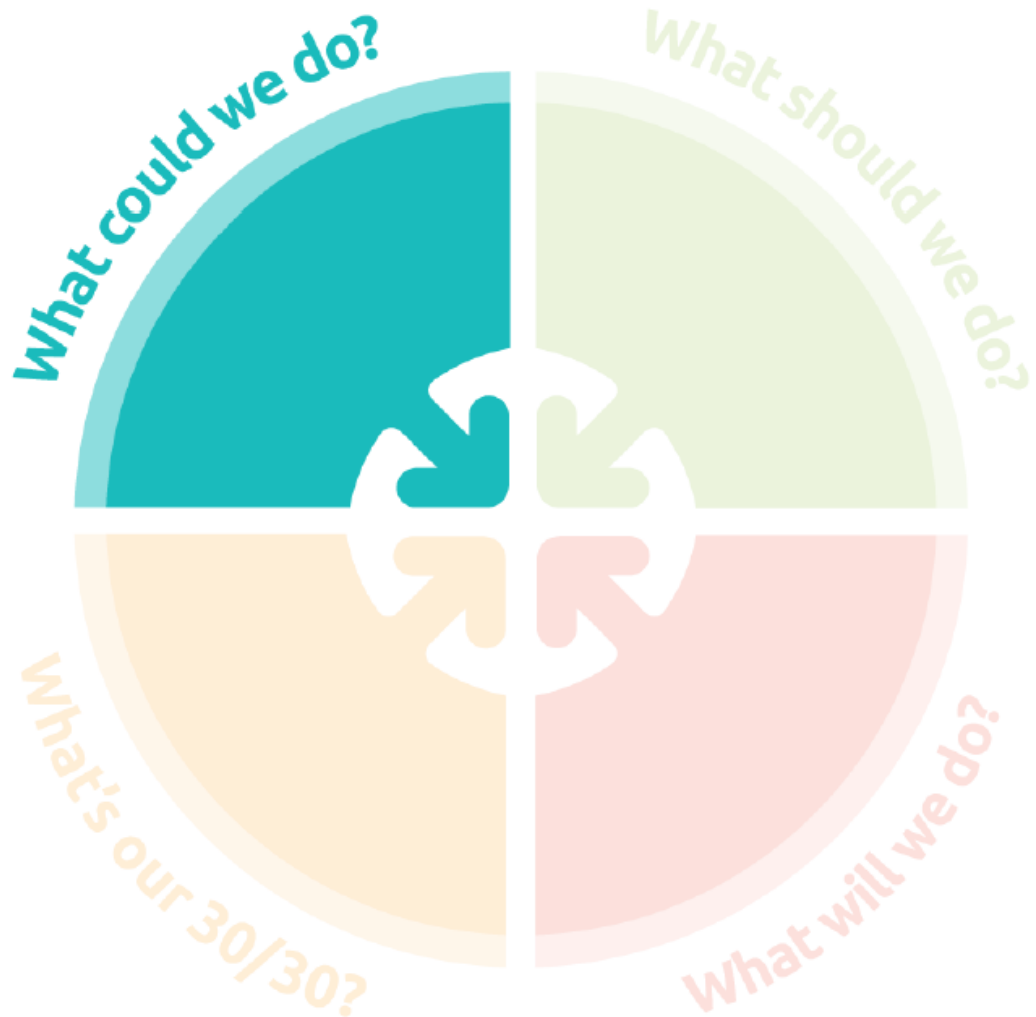


Strategic Doing™  
Do More Together.

## Strategic Doing // Cycle

# What could we do?

**Rule 3:** Uncover hidden assets that people are willing to share





# Assets to Share

## Physical Assets Examples

<i>Building</i>	Meeting space, conference facility, large kitchen
<i>Location</i>	Business incubator, high traffic area, easily accessible
<i>Other</i>	Computers, specialized equipment, online document portals, billboard

## Skill Assets Examples

<i>Technology</i>	Web design, spreadsheet expertise
<i>Creative</i>	Photography, writing, art
<i>Other</i>	Public speaking, social media, proposal development

## Social Assets Examples

<i>Professional</i>	Business community, profession-specific groups
<i>Community</i>	Neighborhood associations, faith communities, Rotary clubs
<i>Other</i>	Legislators, school officials

## Capital Assets Examples

<i>Funding</i>	Discretionary funding, foundations, governmental appropriations
<i>Personnel</i>	Administrative assistance, pro bono legal or accounting



- **ACTION ITEM:** Think of assets you are willing to share before next session



Strategic Doing™  
Do More Together.

## Strategic Doing // Cycle

# What could we do?

**Rule 4:** Link and leverage your assets to create new opportunities





Strategic Doing™  
Do More Together.

## Strategic Doing // Cycle

What  
should  
we do?


**Rule 5:** Rank all  
your opportunities  
to find your  
“Big Easy”



## What should we do?

**Rule 6:** Convert your Big Easy into an outcome with measurable characteristics (Where you are going)



A low-angle, upward-looking photograph of a diverse group of people holding hands in a circle. The individuals are smiling and looking towards the center, creating a sense of unity and teamwork. The background is a light-colored, textured wall.

# Team Building Camp Tecumseh

- Rob Hatter
- Whitney Ericksen
- Adam Ayres
- Sean Maney

**Check out their other  
leadership  
developments:**  
[camp Tecumseh.org](http://camp Tecumseh.org)

A close-up portrait of Sue Roesner, a woman with blonde hair and bangs, smiling warmly. She is wearing a light-colored top. The background is a soft, out-of-focus grey.

## ***DISC Facilitator***

## **Sue Roesner**

Community Relations Manager, at  
Lake City Place Senior Living

Responsible for the sales and  
marketing efforts while working with  
the management team to build  
meaningful relationships with the  
assisted living community in the area

Experience is in Sales, Marketing and  
Communications

Applies high professional standards  
and will go the extra mile to accept  
challenges striving for professional  
and personal growth

LDWC graduate 2012

Current serves on LDWC steering  
committee

# Your Role Using *Extended DISC*<sup>®</sup>

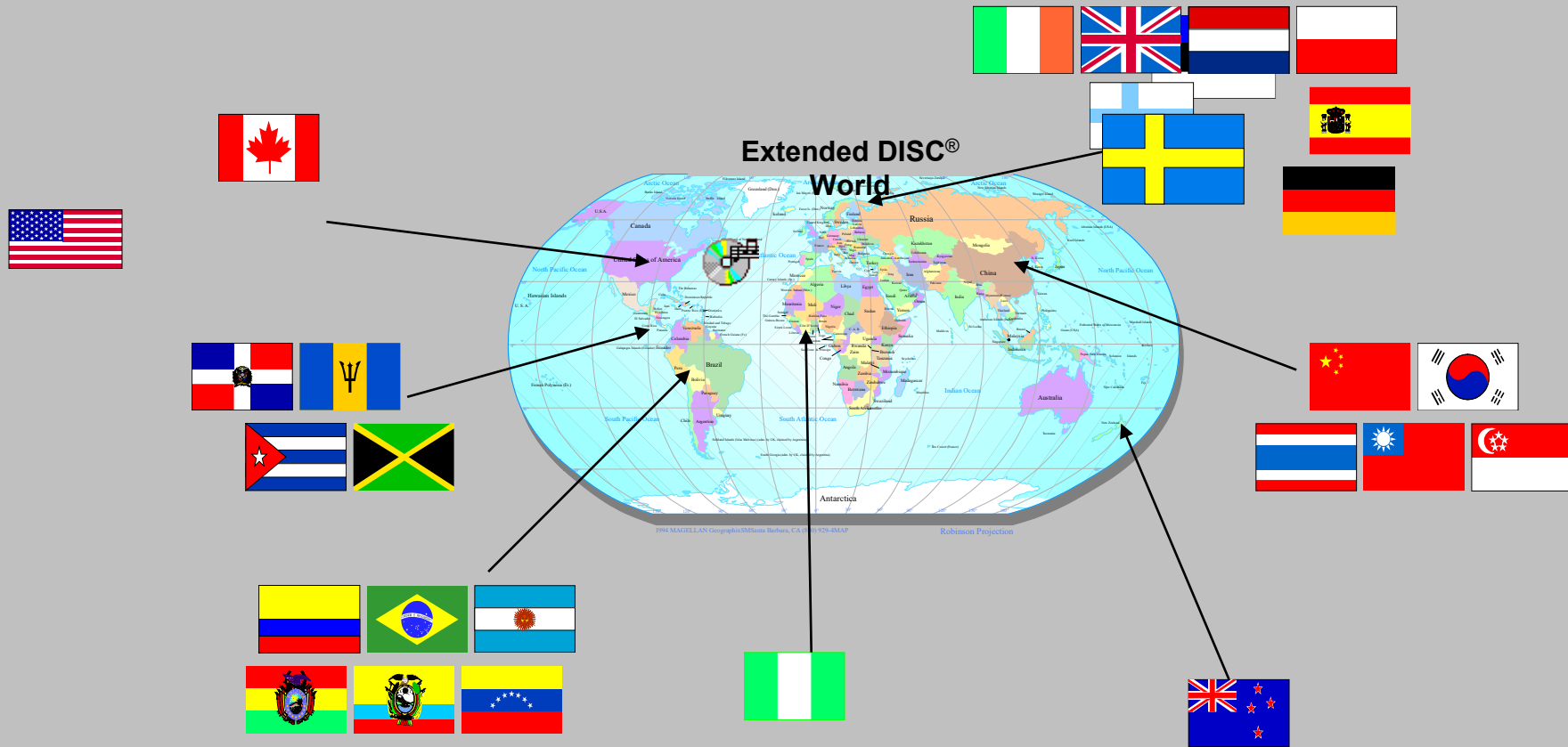
## Leadership Development of Wabash County

# Agenda/Goals

- Understand your behavioral tendencies and how they affect you and others
- Understand, respect, and value individual differences
- Enhance your effectiveness through improved relationships
- Develop strategies for working together
- Build a framework of understanding behavior



## 2006 – >40 Countries



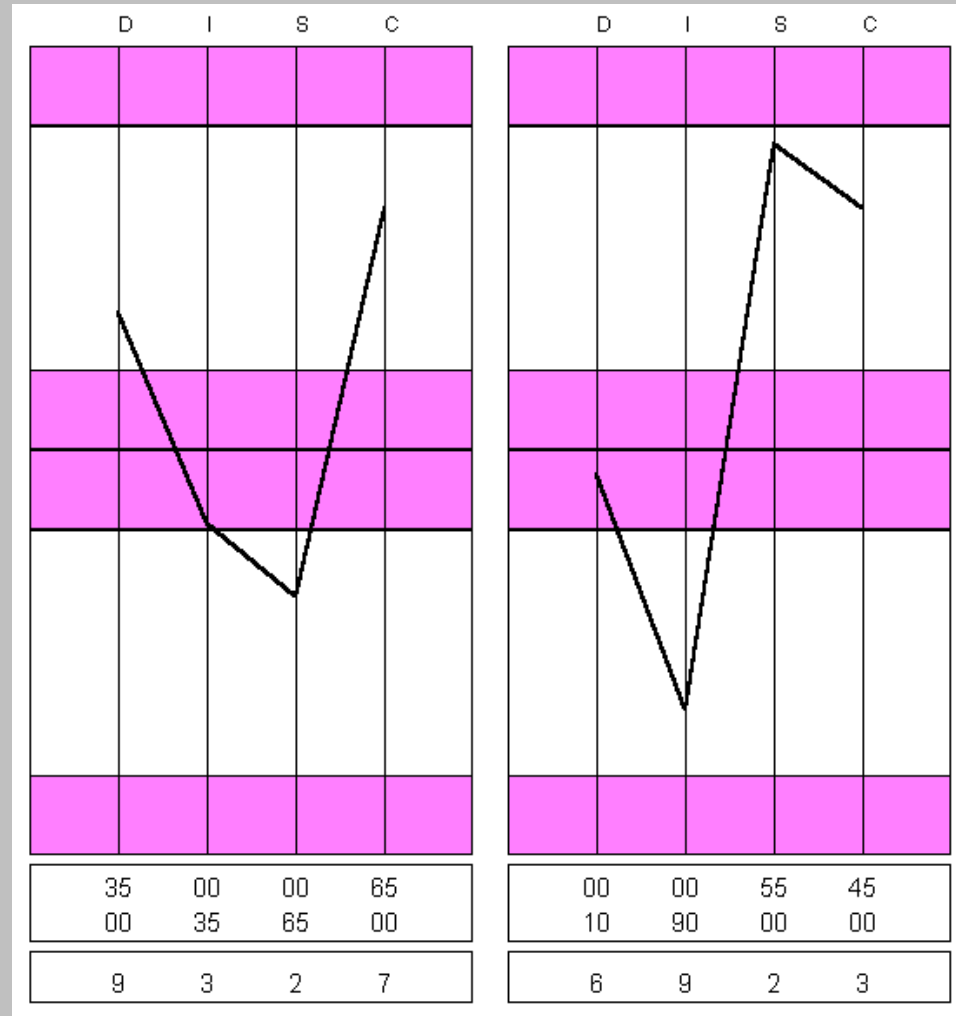
# Extended DISC<sup>®</sup> Important Points

- No “good” or “bad” profiles or patterns
- Different/not wrong; Different = Different
- There is richness in diversity
- You are the expert on you
- Measures only behavioral tendencies
- Dimensions and patterns; not absolutes
- If we can use these tools to better ourselves and work together in unity with others, we will all have experienced a process of growth in our time together today. We will all have become aware of strengths as well as opportunities to grow as a result of our time.

Middle Line

Percentage Box

Profile Points Box



Upper Zone

Normal Zone

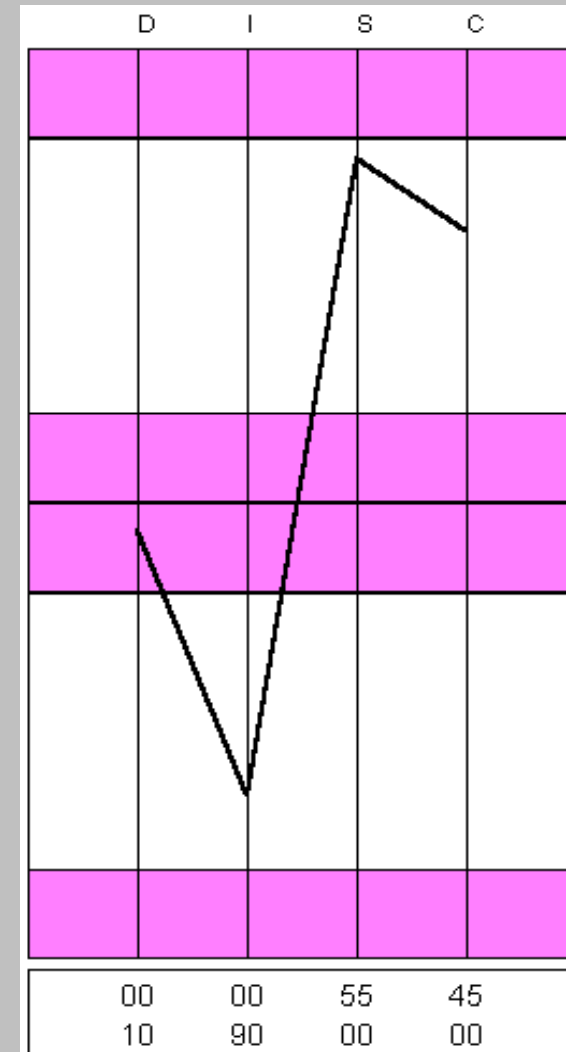
Neutral Zone

Normal Zone

Lower Zone

## Interpretation of Profile II

- Upper Zones - dominant factors
- Their relationship - percentages
- Lower Zones - opposite behavior
- Neutral Zone - non-significant factors



# Extended DISC®

## Behavioral Styles

# D-Style

- Aggressive, competitive, demanding
- In a hurry, interrupts, is direct, challenges you
- Starter - not a finisher
- Black or white, no gray areas
- Wants to be in control
- Exceeds authority, gets bored easily, doesn't listen



# D-Style

- Decisive, tough
  - Strong-willed
  - Competitive, demanding
  - Independent, self-centered
- 
- Under pressure - lack of concern
  - Fear - loss of control



# I-Style

- Talkative, social, impulsive, communicative
- Very excited, agrees with you, small “personal space”
- Promises more than can deliver
- Always selling, avoids details
- Doesn't like boring and strict people
- Forgets rules, makes small mistakes
- Good with people





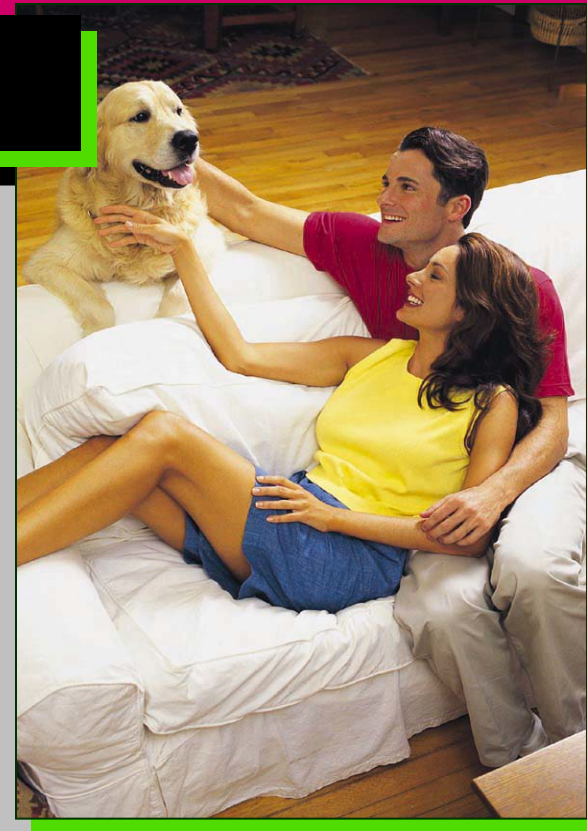
# I-Style

- Sociable
  - Talkative, open
  - Enthusiastic
  - Energetic
  - Persuasive
- 
- Under pressure - disorganized
  - Fear - social rejection



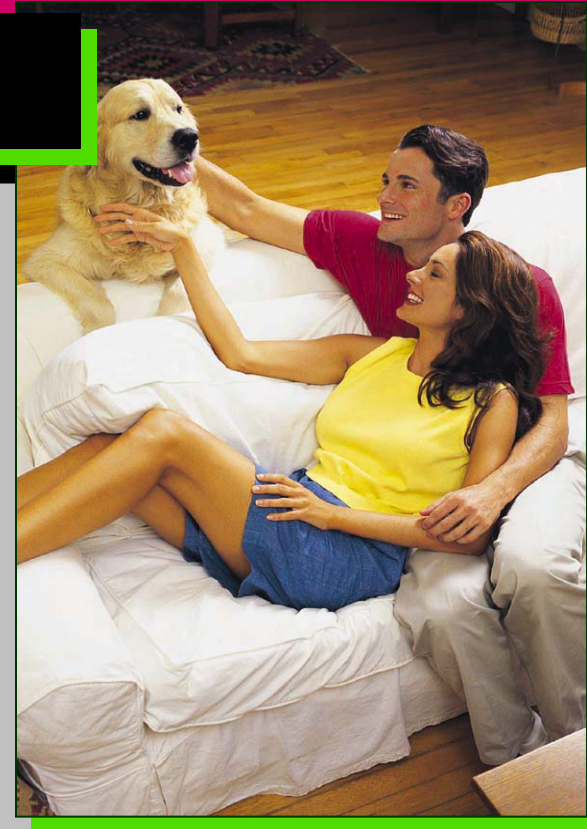
# S-Style

- Thorough, steady, systematic, polite, modest
- Secure and stable environment, proceeds carefully
- Down-to-earth, stays in the background
- Listens more than talks, needs instructions
- Resists sudden change, has strong principles
- Likes or dislikes people
- Team-oriented, reliable



# S-Style

- Calm, steady
  - Careful, patient
  - Family-oriented
  - Good listener
  - Modest
  - Trustworthy
- 
- Under pressure - too willing
  - Fear - loss of stability



# C-Style

- Exact, perfectionist, logical, analytical
- Afraid of being wrong, obeys the law, rules
- Looks for order
- Silent, matter of fact, doesn't inspire
- Detail-oriented, rule-oriented
- Avoids risks
- Diplomatically polite



# C-Style

- Precise
  - Follows rules
  - Logical, careful
  - Formal, disciplined
- 
- Under pressure - overly critical
  - Fear - criticism of work

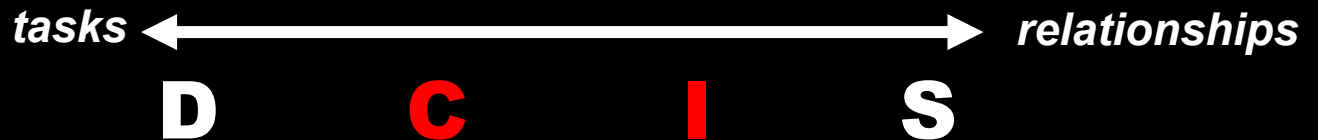


# Adaptability to Different Styles

## Social Interaction



## Type of Focus



## Need for Information



## Pace

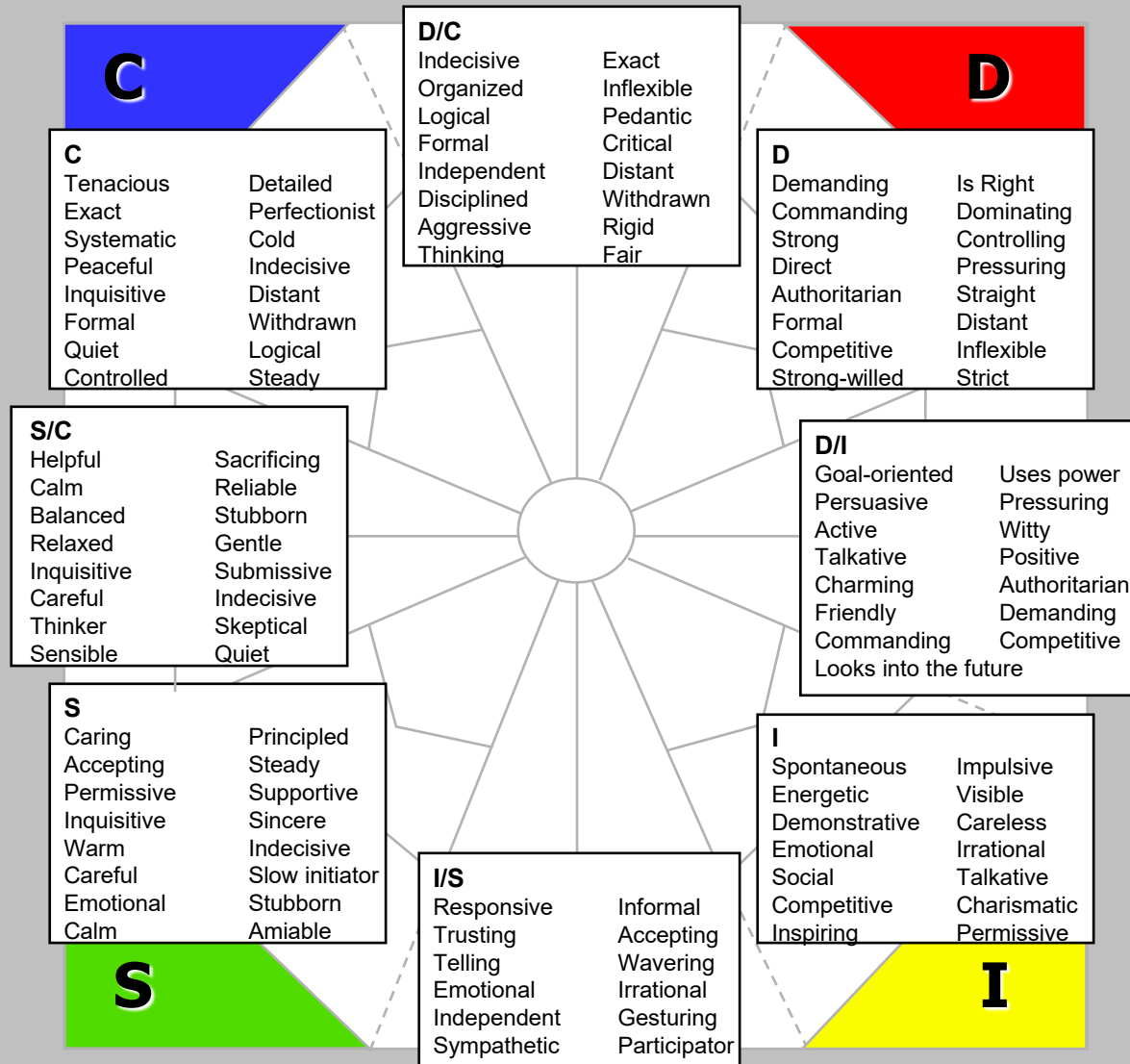


# Overextension

**Strength**

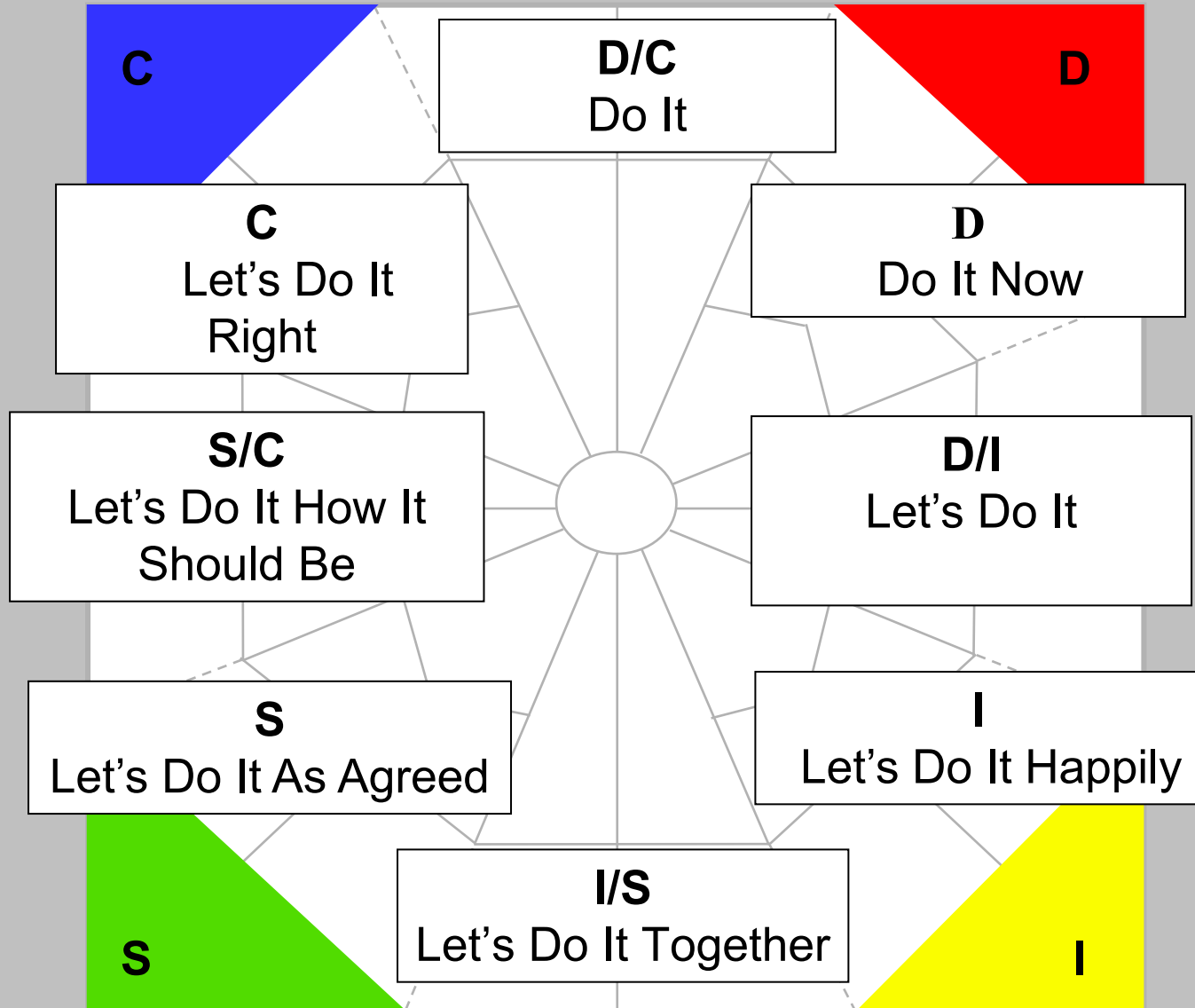
**Weakness**

<b>D</b>	<b>Decisive</b>	<b>Impatient</b>
<b>I</b>	<b>Outgoing</b>	<b>Talks too much</b>
<b>S</b>	<b>Stable</b>	<b>Slow to change</b>
<b>C</b>	<b>Quality Driven</b>	<b>Nit Picky</b>

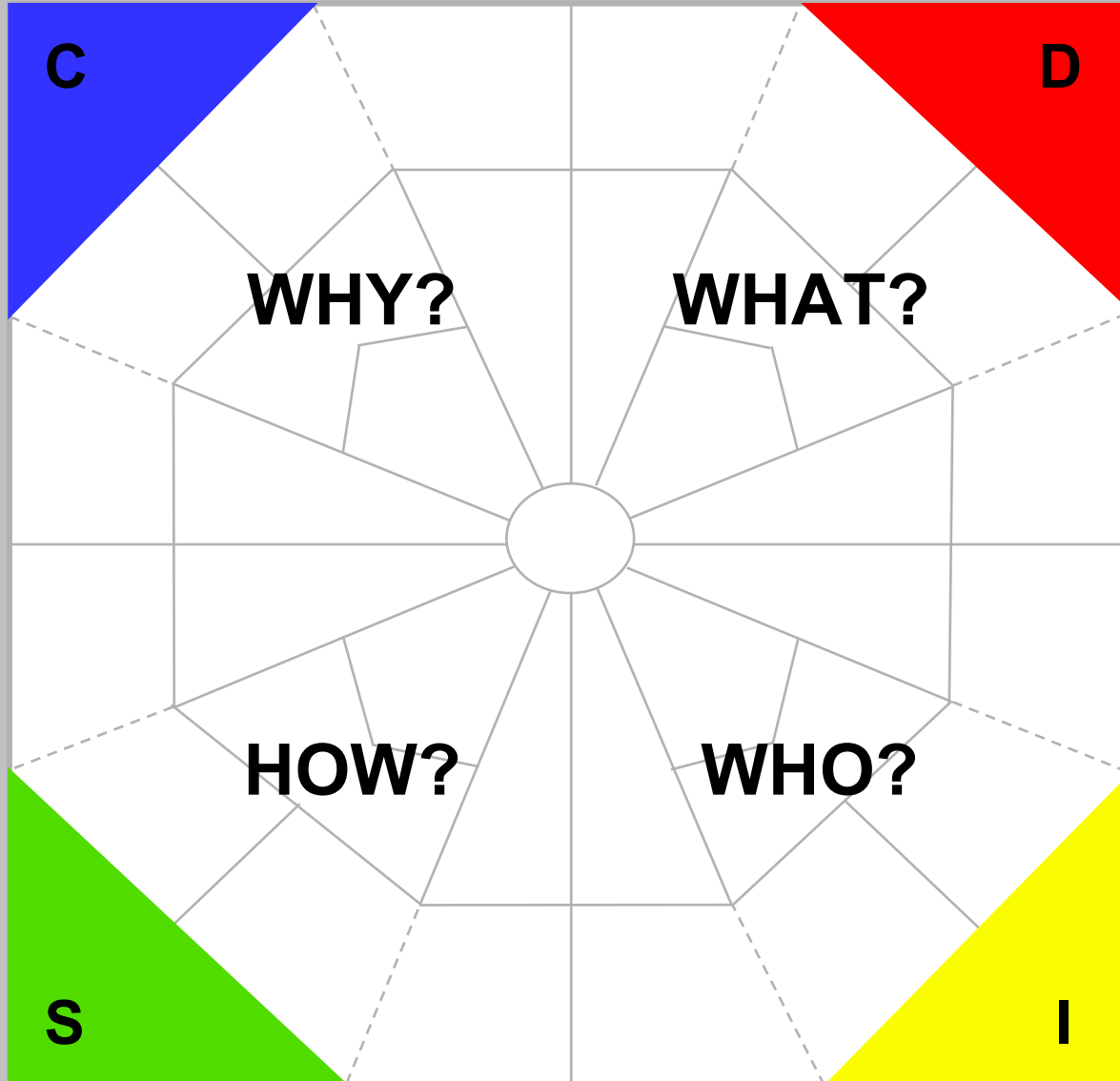




# Doing

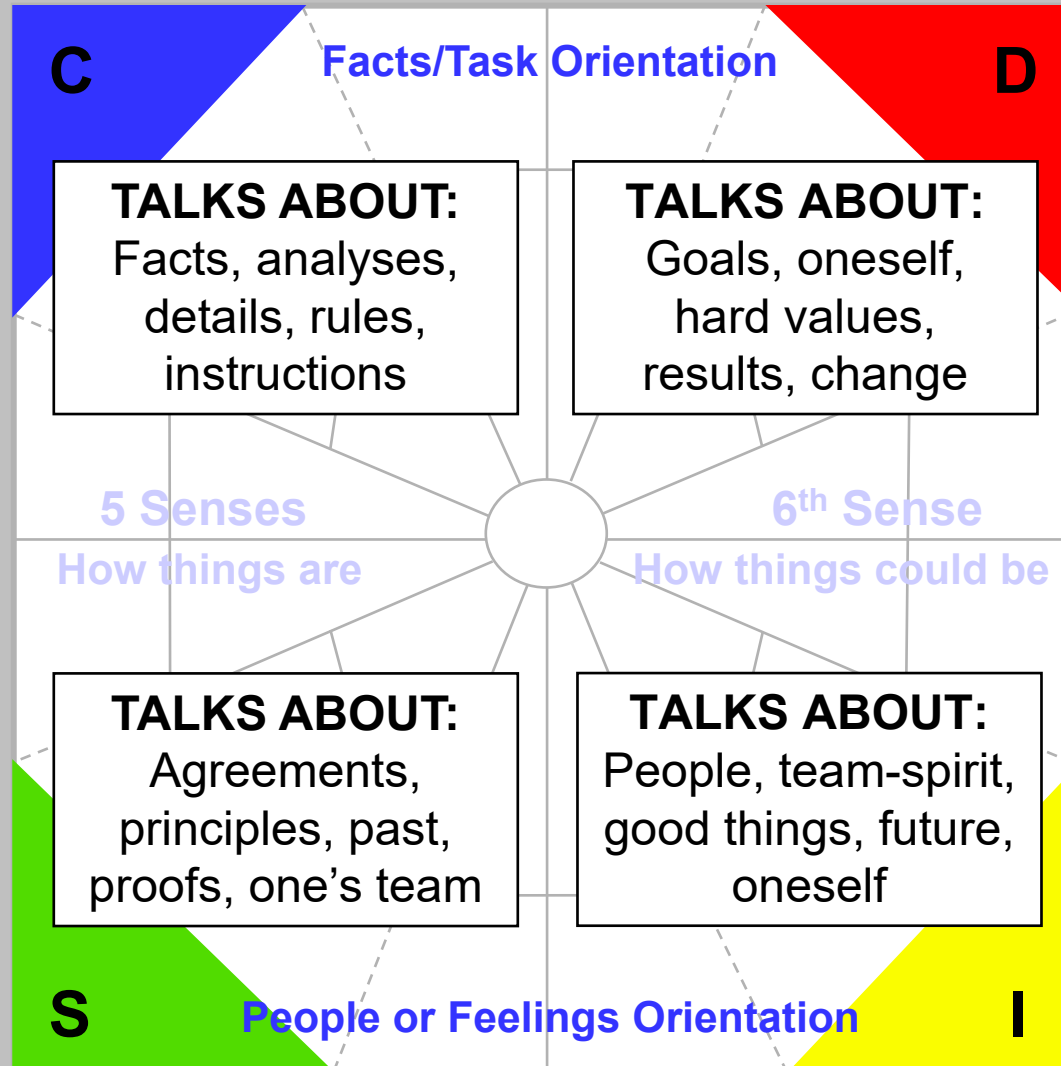


# Questions the Styles Ask

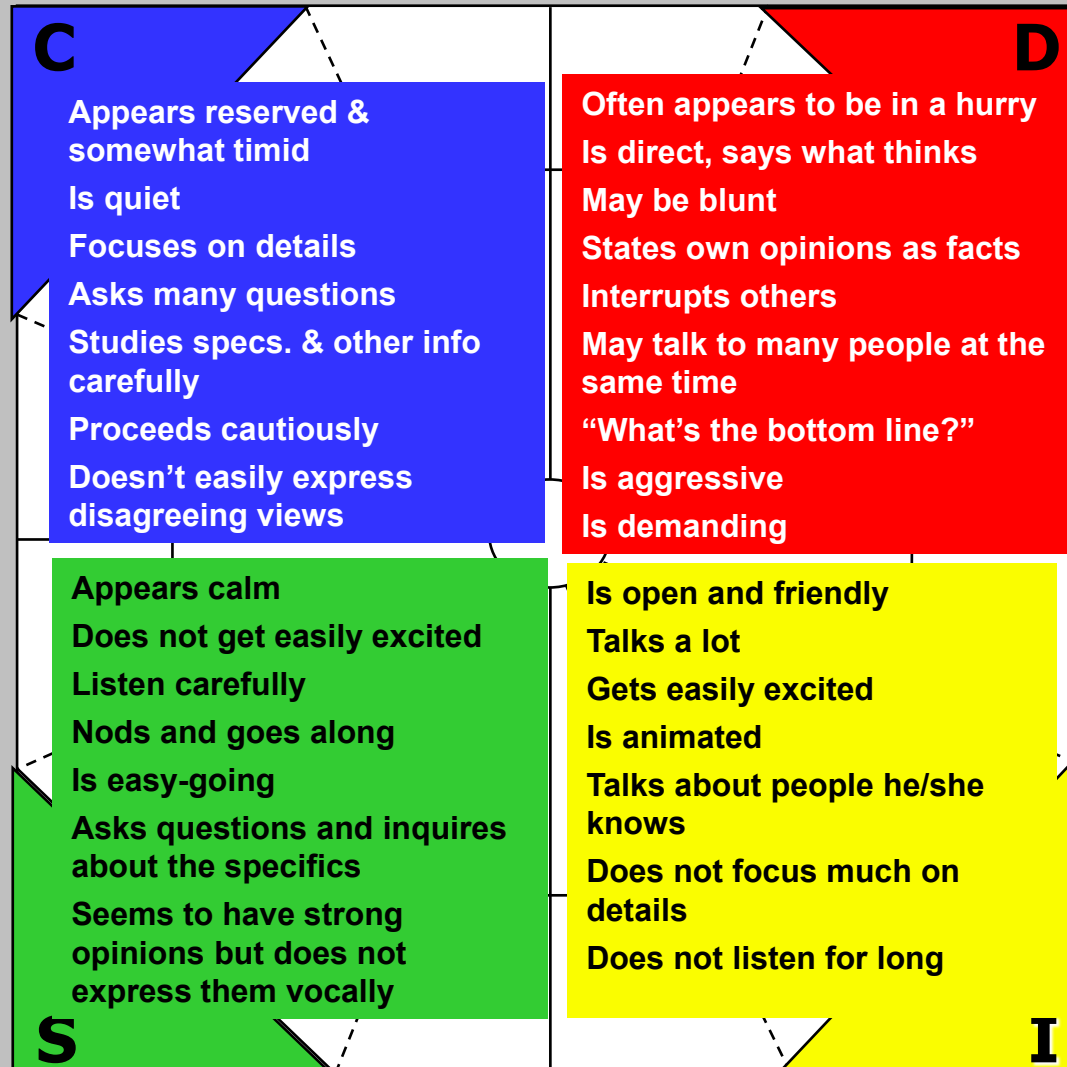


# Identifying Other's Styles

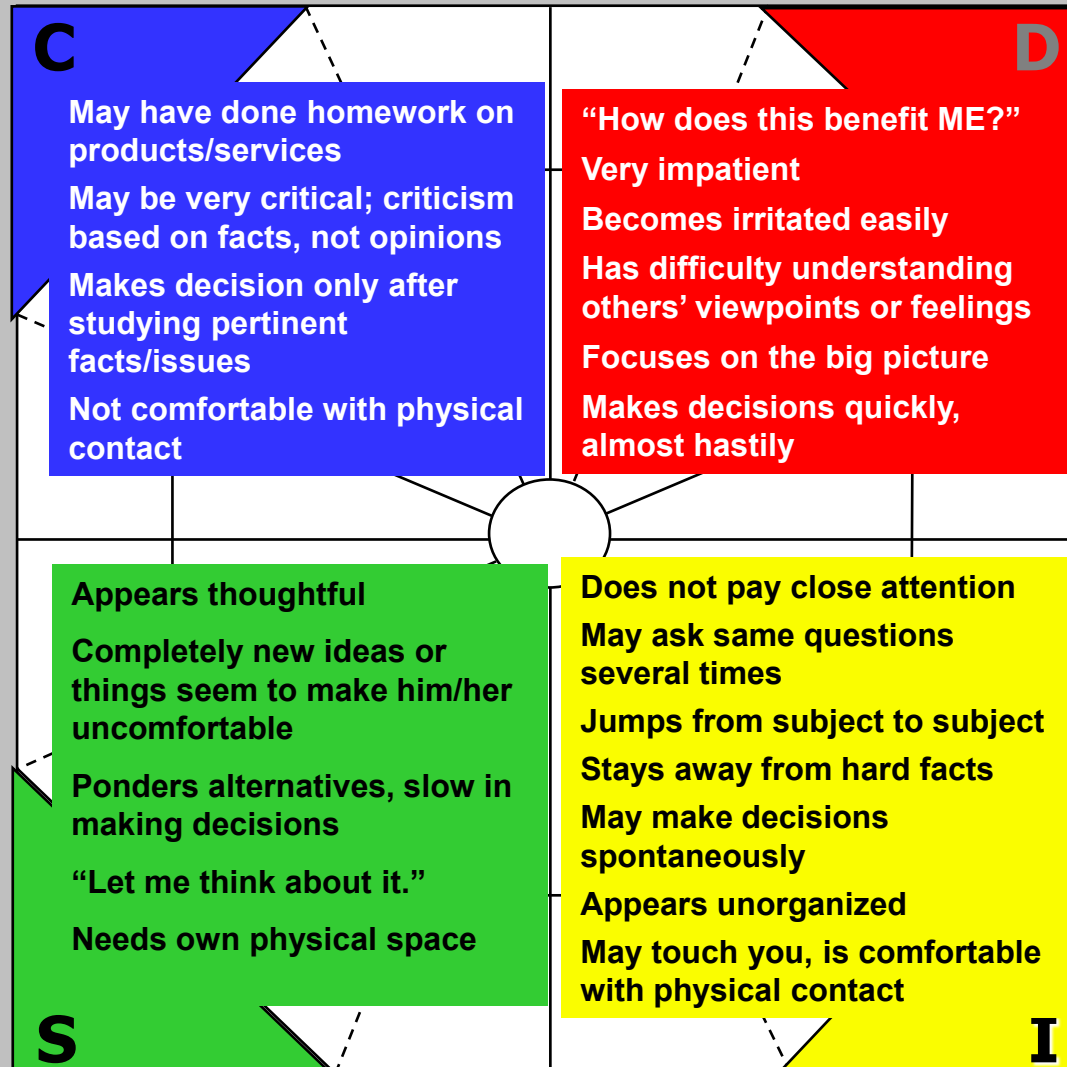
# How to Identify Styles



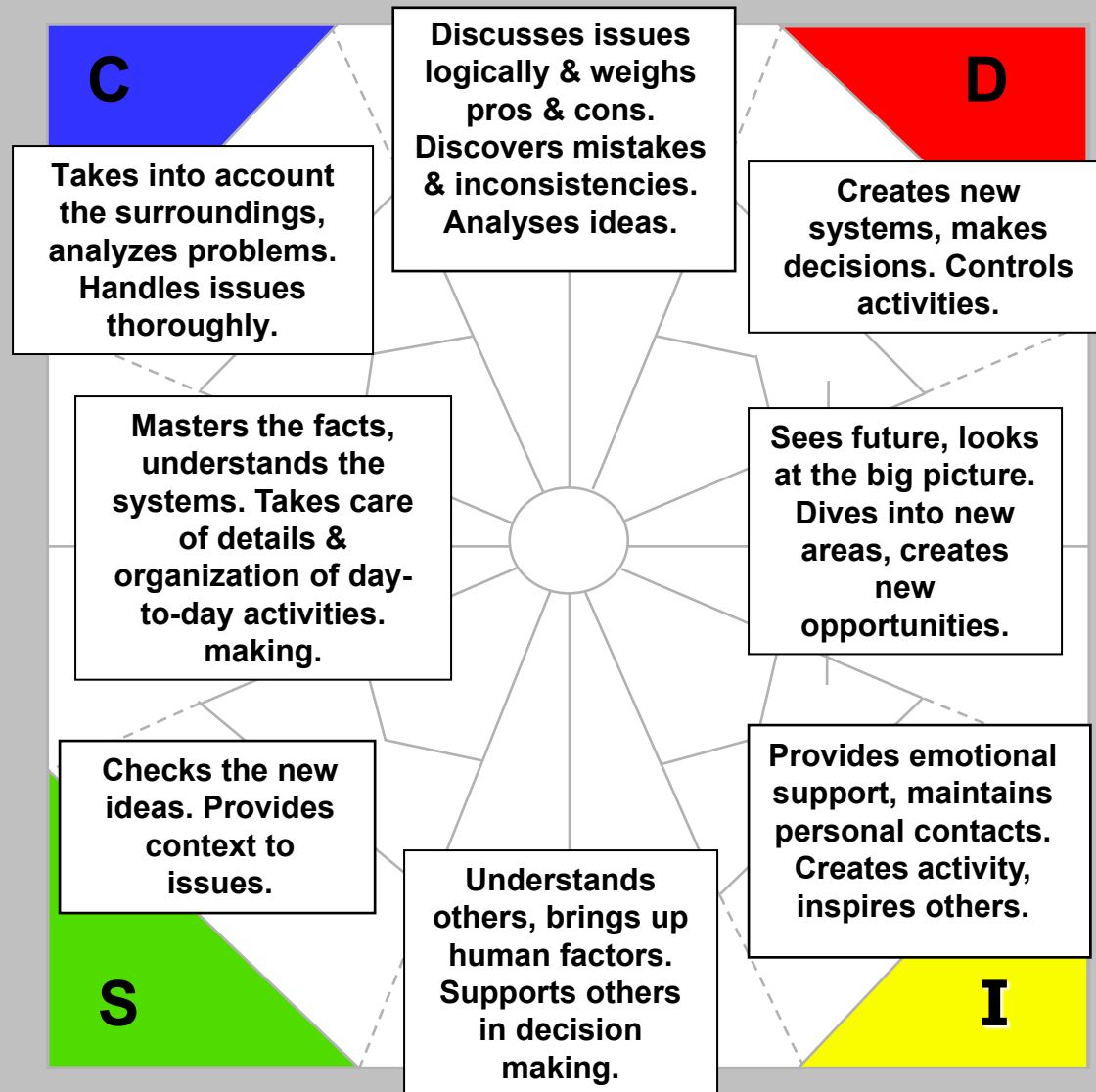
# How to Identify Styles



# How to Identify Styles



# Identifying Styles - Group Settings



# Identifying Your Own Style

## Extended DISC® Personal Analysis



## What does it measure?

- Person's natural behavioral style
- How a person perceives he/she needs to adjust to the existing environment



# *Identifying Your Own Style*

## Your Extended DISC<sup>®</sup> Personal Analysis

# Adjusting Our Styles

## Communication



# Communication & Styles

**C**

Fairly quiet & reserved  
 Focuses on providing detailed info.  
 Doesn't talk about personal issues openly  
 Doesn't easily talk about own view & opinions  
 Critical listener if issues not presented logically

**S**

Often to one direction: listens  
 Creates trust  
 More comfortable in one-on-one communication  
 Talks calmly  
 Talks about issues he/she masters  
 Can see things from many viewpoints, patient listener

**D**

Direct, even blunt  
 One direction: from him/her to others  
 Communicates own views & opinions as facts  
 Focuses on results, little on small talk  
 Dominates communication  
 Impatient listener, may not listen at all

**I**

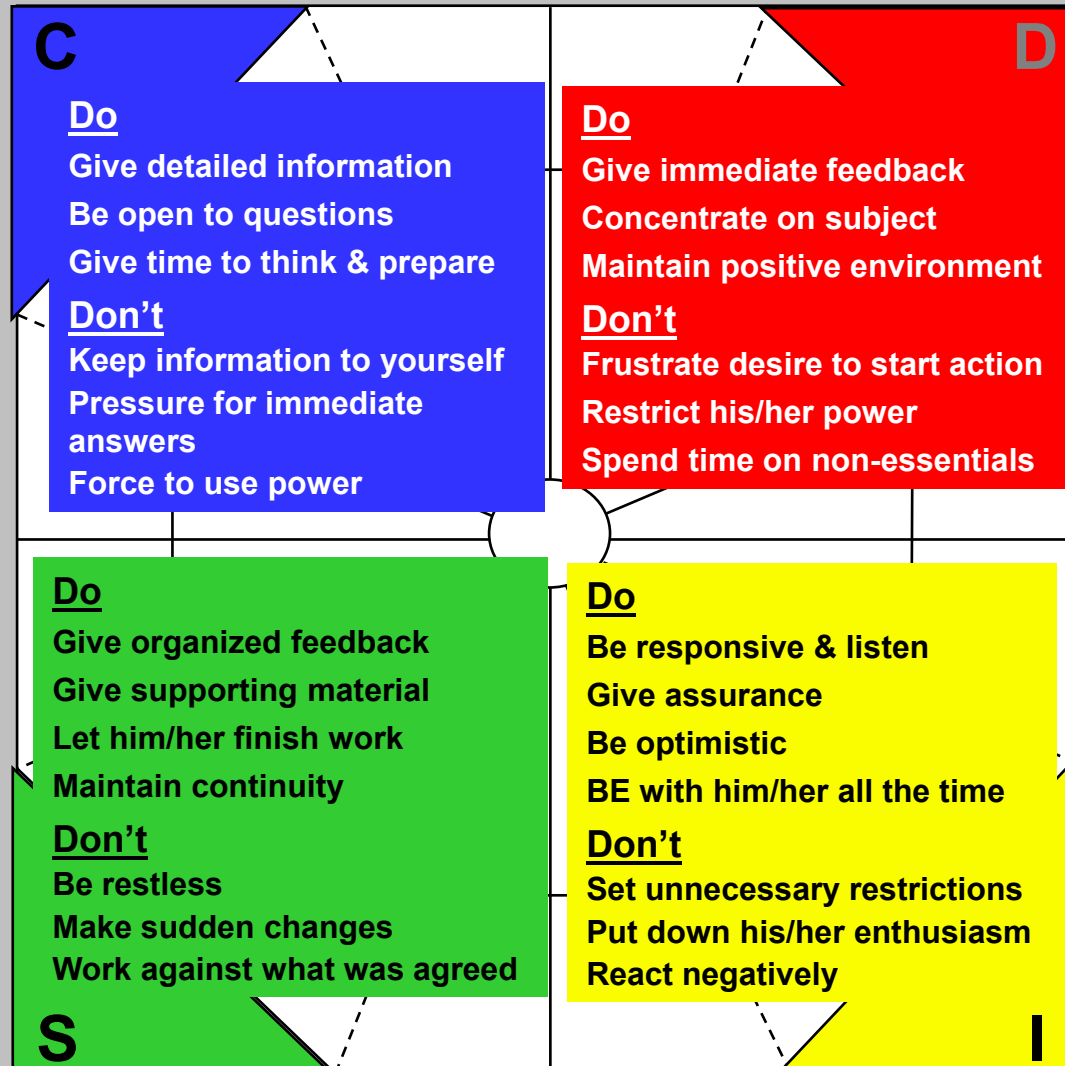
Very talkative  
 Inspiring & selling style  
 Talks about the pleasant & fun issues, avoids details  
 Speaks about people & feelings  
 Avoids unpleasant issues  
 Often is not direct  
 Does not listen for very long

# Adjusting Our Styles

## Motivating and Coaching



# Motivating Different Styles

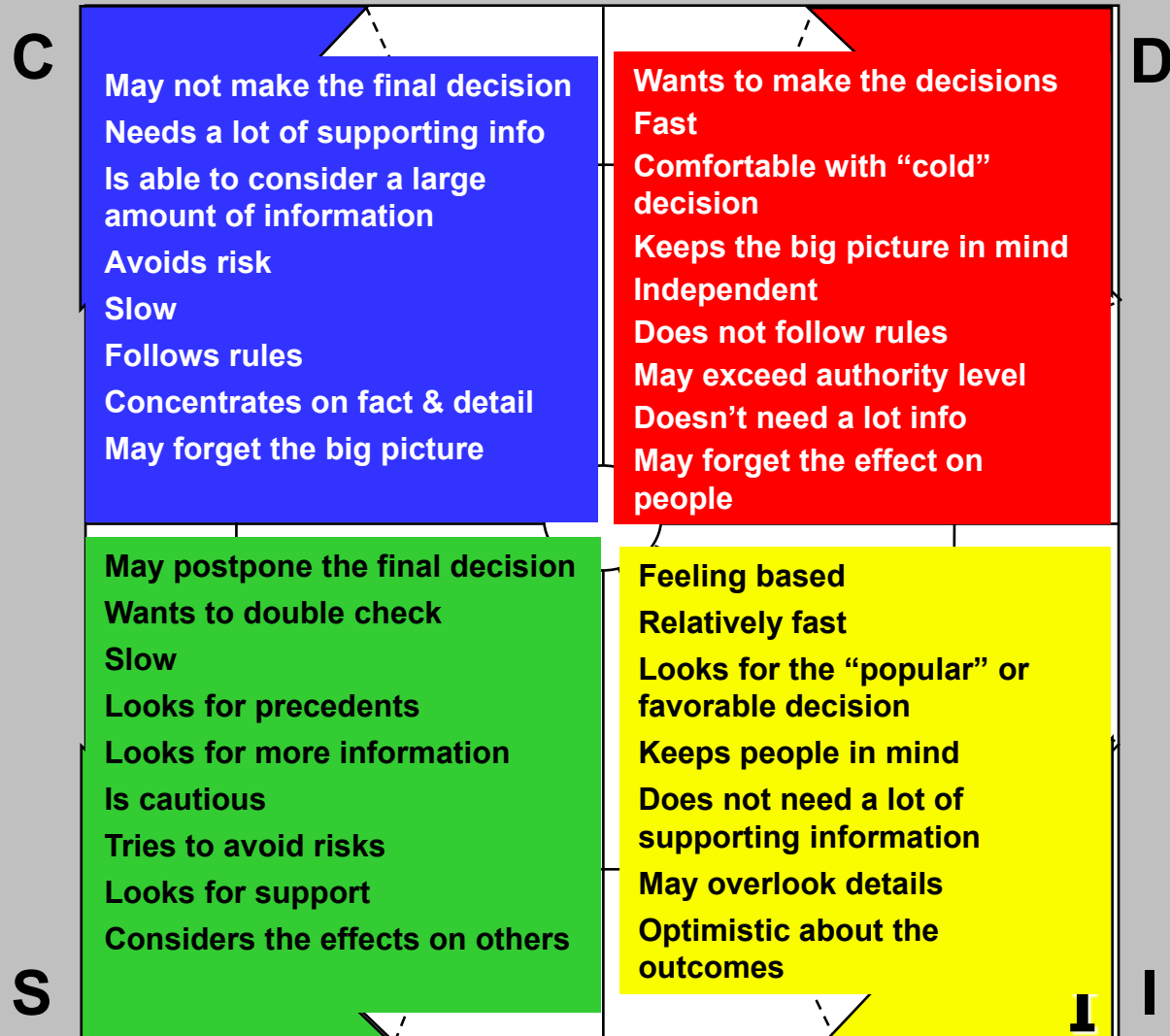


# Adjusting Our Styles

## Decision-making



# Decision-making & Styles

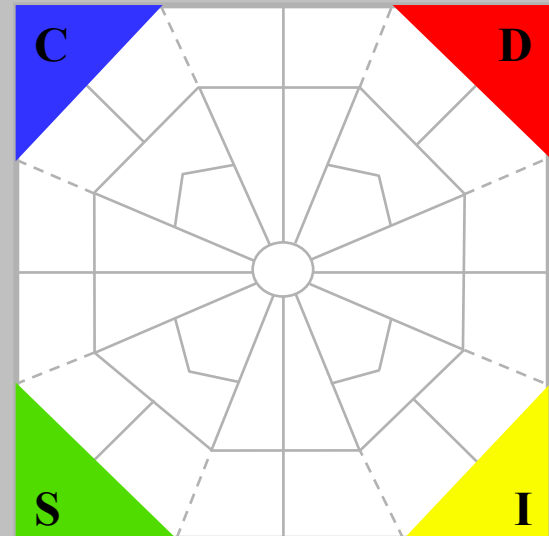




## Description 1

Beth is a very positive regional director who can communicate and sell her ideas well. She is very ambitious and wants her region to be the best and the largest. Beth always gets excited about the sales meetings and likes to attend different sales training courses. She tends to create overly optimistic budgets that she is unable to attain. Also, her margins are usually not where they should be. She has a few unproductive salespeople that she has not fired and often procrastinates with other difficult decisions as well.

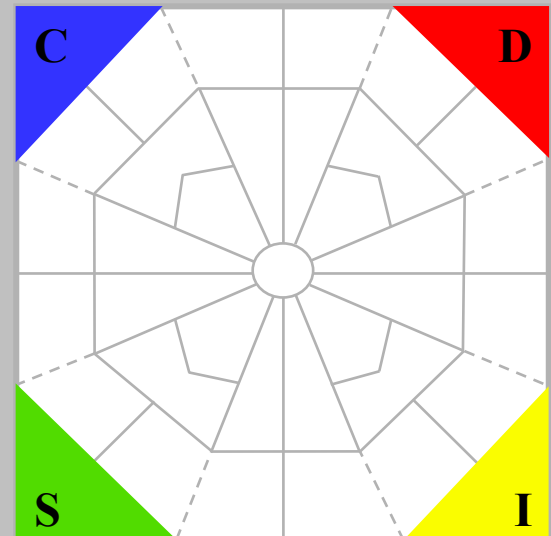
Identify Beth's style.



## Description 2

**Matt is shy and quiet but a very decisive regional director who values a fair and polite supervisor. He is successful but does not like to sell his own ideas and thoughts to others. He is happiest when he can manage his region on his own, although he needs support with change. Matt enjoys the challenges his job provides.**

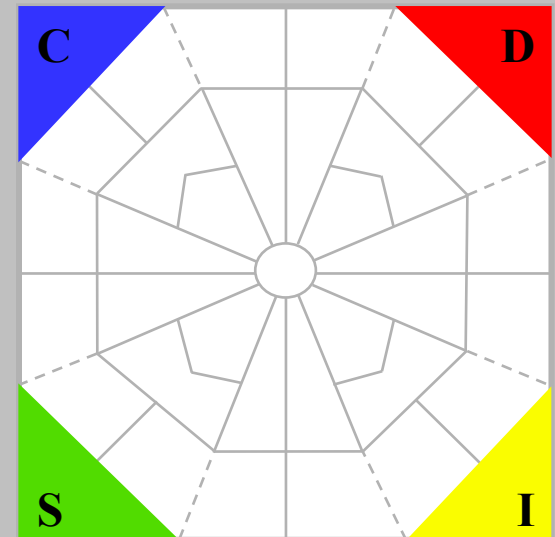
**Identify Matt's style.**



## Description 3

Mary is a successful doctor. She is very precise, patient and logical. She is good with details and can communicate them clearly and exactly. Mary avoids people in conflict situations and therefore does not state her opinion. She functions best in small groups or alone. She is advancing well in her career and is among the top experts in her field.

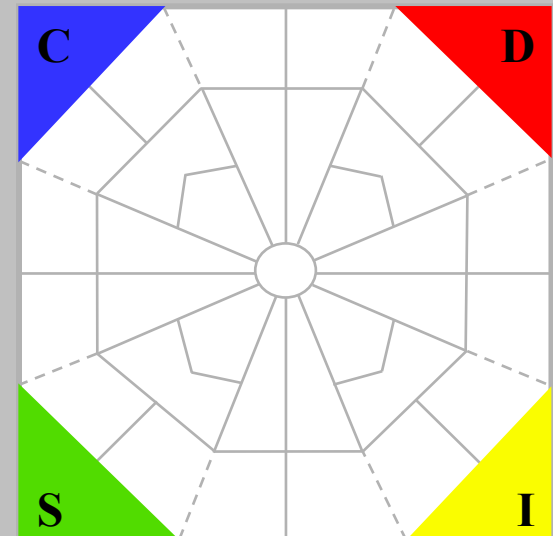
Identify Mary's style.



## Description 4

Jake is a physical therapist, is good with his hands and likes his job. He develops his professional skills by attending seminars in his field. He is organized, sensitive and emotional, focusing on taking care of the details. Jake is family oriented and spends a lot of time with his parents. He is somewhat inflexible and does not like taking risks or changes in plans. He likes social activities.

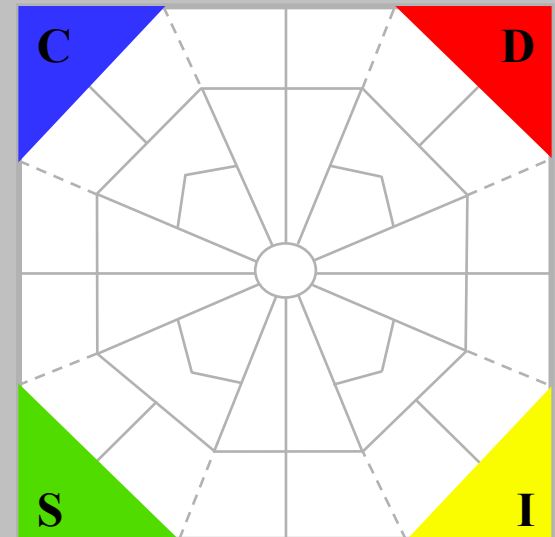
Identify Jake's style.



## Description 5

Matthew is strong and results focused and, when he so desires, a friendly entrepreneur. He tries his best to get everyone to focus their efforts to achieve his goals. He is not good in taking care of the administrative routines, although he is able to organize other activities. Matthew took a big risk in leaving his job to start up his own company in a very competitive field.

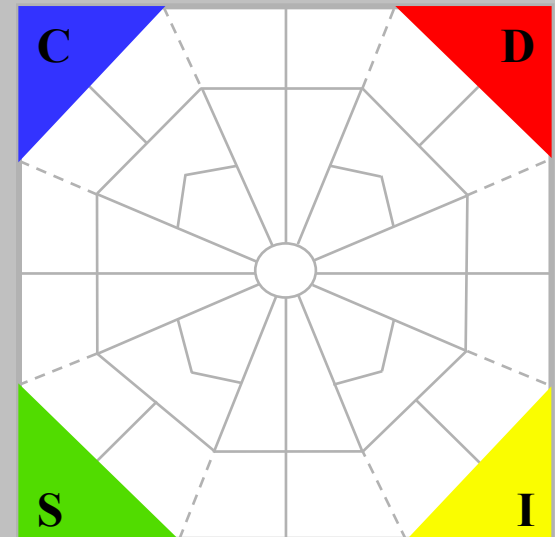
Identify Matthew's style.



## Description 6

Susan is a strong-willed supervisor. She reacts very quickly to new situations and is usually among the first in new areas. Although Susan appears to be strong and steady, inside she can be a little torn and sees many opportunities in different arenas. In searching for ways to succeed in her career, Susan is active in associations in her field. Her thoughts are guided more by intuition than by deep analysis of situations.

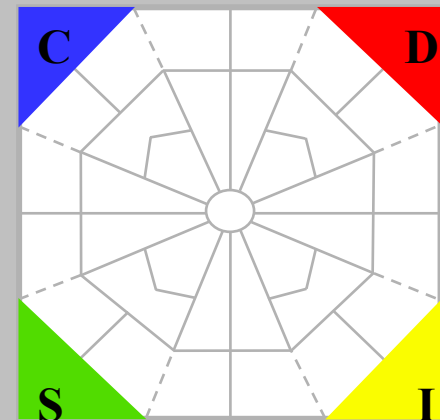
Identify Susan's style.



## Description 7

Jane is very social and verbally talented, while also very sincere. She is glad to help people and enjoys the attention she gets. She likes to attend social functions, whether they are work or family related. Jane pays a lot of attention to her appearance. She likes freedom but not the responsibility associated with the consequences that follow. She is good at cheering up people.

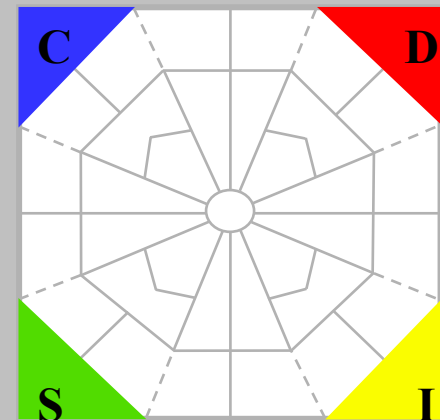
**Identify Jane's style.**



## Description 8

Bill is a creative and artistic architect who wants to succeed and produce high quality work. He likes to work alone, focusing completely on his projects. He strives for originality and is always working to improve his previous work.

**Identify Bill's style.**

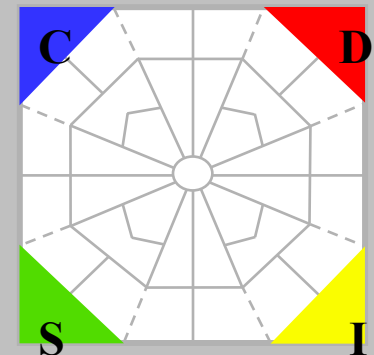




## Description 9

Vicky is a calm and logical person who does not like sudden changes. She keeps her opinions to herself and therefore does not vocalize when she is not satisfied. Vicky wants clear instructions and directions that she can and will follow. She likes to work in a team and values a supervisor who is honest and logical in his/her actions. When she is treated fairly, Vicky is very loyal and conscientious. She is able to focus on small details and on the same issue again and again.

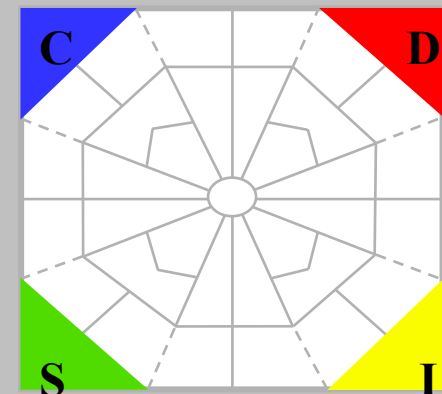
**Identify Vicky's style.**



## Description 10

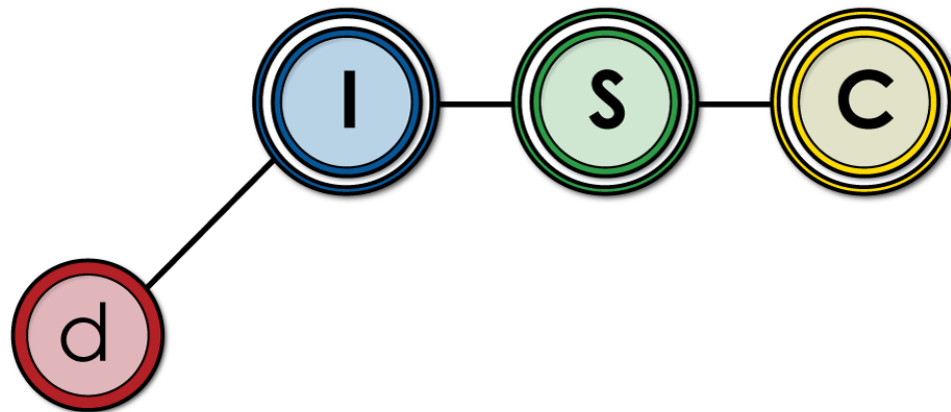
John is very good at making others enthusiastic. He reacts to things quickly and likes variety. He is somewhat self-centered and values his public image and popularity. Although he talks a lot, he is not necessarily direct. John reacts to issues emotionally and can pout easily. He wants results and success, and when motivated, works enthusiastically toward the goals. However, he may confuse effective effort with just being busy.

**Identify John's style.**



**Thank you  
Leadership Development  
of Wabash County**

# My DISC



INFLUENCE, STEADINESS,  
& COMPLIANCE

**October 19**  
9:00am - 5:00pm

Josiah White's  
5233 S 50 E  
Wabash, IN 46992

**November 16**  
9:00am - 5:00pm

Heartland Career Center  
79 South 200 West  
Wabash, IN 46992

**December 21**  
9:00am - 5:00pm

Intertech Products  
906 Hanley Road  
North Manchester, IN 46962

**January 18**  
9:00am - 4:00pm

Ford Meter Box  
775 Manchester Avenue  
Wabash, IN 46992

**February 15**  
7:30am - 4:00pm

Honeywell Center  
275 West Market Street  
Wabash, IN 46992

**March 21**  
9:00am - 5:00pm

Manchester University  
604 East College Avenue  
North Manchester, IN 46962

**April 18**  
9:00am - 5:00pm

Grow Wabash County/Honeywell  
House  
214 South Wabash Street  
Wabash, IN 46992

**May 16**  
9:00am - 6 pm

Eagles Theatre  
106 West Market Street  
Wabash, IN 46992

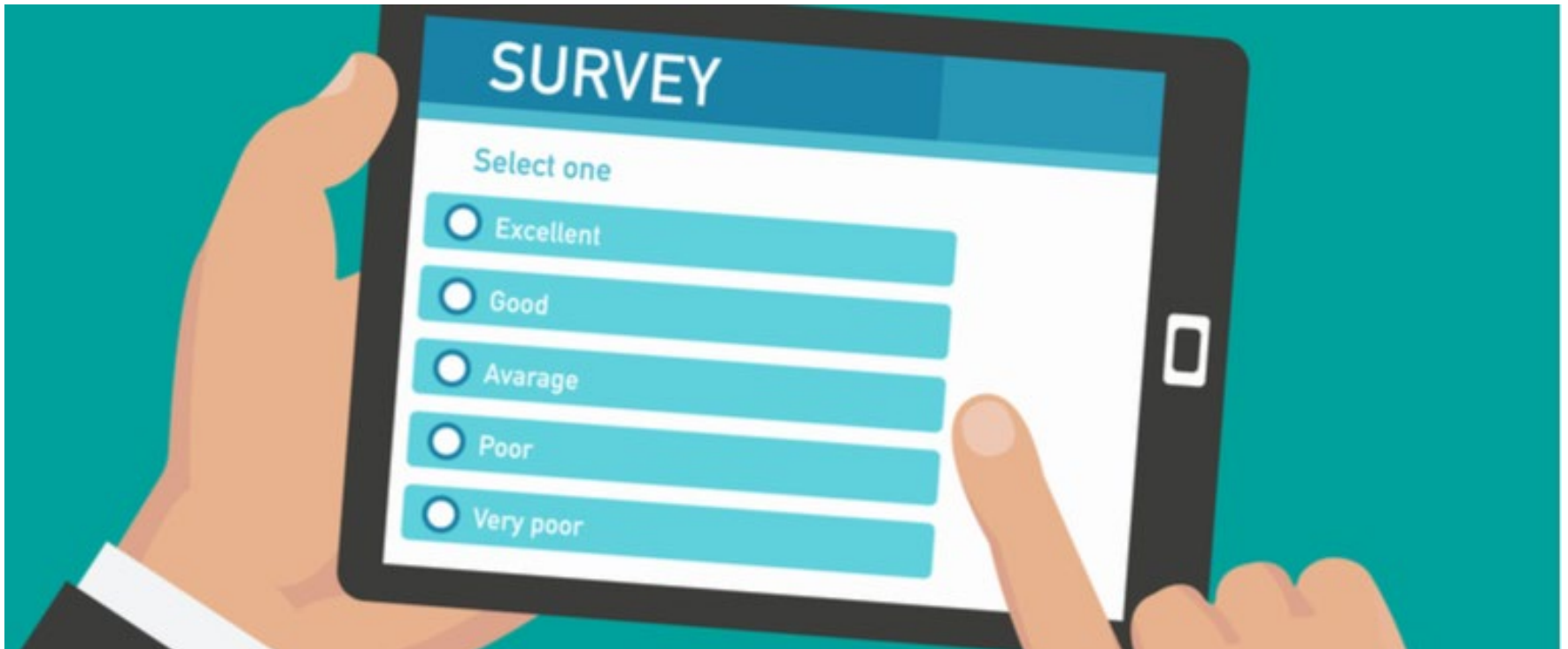
# Next Session

- **Date/Time:** Thursday, Nov 16 from 9am to 5 pm
- **Location:** Heartland Career Center
  - 79 S 200 W Wabash, Indiana 46992
  - Parking: Parking lot
- **Agenda Overview**
  - Icebreaker & Review
  - Session: Lead from Where You Are
  - Session: Productivity & Time Management
  - Lunch -*Heartland Career Center Culinary Students*
  - Host Tour
  - Strategic Doing Workshop- Service Project Group
- **Action Items Prior to Next Meeting:**
  - Review Group Service Project Tab with Strategic Doing Model in your binder.
    - Think about assets you are willing to share for the next session
  - Add classmates and group members to your contacts
  - Begin Reading Leadership Book



# Survey

[growwabashcounty.com/ldwcpostsurvey](http://growwabashcounty.com/ldwcpostsurvey)



# Matthew Purkey

President & CEO

12+ years, strategic and operational leadership in the United States Marine Corps, government project management, and United Way

Approaching the completion of his PhD in Strategic Leadership

***“It has been my experience (backed by Myers Briggs, DISC, Emergenetics, Benchmarks by Design 360, etc.) that my dominant leadership traits are innovation, strategic thinking, and business acumen. Other top leadership competencies include inspiring commitment, change management, convener & collaborator, and results oriented)”***





Josiah  
**White's**

**Presentation &  
Tour**