

LEADER



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PAL Mission

**...to develop and inspire
individuals to contribute
to the vitality and
leadership of Yavapai
County, AZ.**

President's Message...

Volume XVIII, Issue 2 - December 2007

Happy Holidays! What a great time of year to give thanks to those you have in your life.

Around the holidays we often give thought to what, and whom we value. Have you ever given any thought to how many value you? Whether you are a parent, an adult, a sibling, there are many who value you and your contribution to their lives. Please take some time this holiday season to celebrate those you value and those who value you.

We are well into the Class XVIII Program. The next Issue Day will be the Skills Building Day. We will have David Van Gorder presenting us with the subject of "Perseverance". Rich Moore, from Prescott's Noon Toastmasters will maximize the class experience with speaking skills. The remainder of the day will be Al M. Filardo, Assistant Dean, Executive Director of Organizational Performance Office of the Dean, The Ira A. Fulton School of Engineering Arizona State University. Al will be presenting Best Class XVIII with their vision and mission statements.

PAL was honored to be involved with the Central Yavapai Institute held on October 26 and 27, 2007. It was well received by the Yavapai Community. There were 48 influential participants. The topic "Affordable Housing" really brought some great ideas on how Yavapai County needs to approach this subject. Muriel Haverland chaired this event, and soon will be presenting to the municipalities the outcome of this event.

On November 17, 2007, Prescott Area Youth Leadership graduated the Best Class V. What an accomplishment for our future leaders. Each one of these graduates has a life goal and with this program, they are well on their way to achieving it. The following received their certificate: Nick Brown, Allison Crouse, Anna Davis, Nathan Dodge, Molly Druce, Kayla Gardner, Kohlton Gray, Casey Hoffman, Patrick Phelps, Clay Stazenski and Ashley Stone.

Man/Woman/Youth of the Year is right around the corner. If you would like to nominate someone, please submit to anita.payne@aps.com. See the calendar of events for potential dates. If you are interested in volunteering for this event, we definitely could use your support!

Wishing you and your family a wonderful, happy, and healthy holiday!

Anita Payne
President 2007-08, Prescott Area Leadership



**The glue that holds all relationships together -- including the relationship
between the leader and the led is trust, and trust is based on integrity.**

~ **Brian Tracy**

December Issue Day

Leadership Skill Enhancement

Friday, December 7, 2007

7:30 a.m. **SHARP**—5:00 p.m.

- 7:30-9:00am** Toastmasters
with Richard Moore
- 9:00-10:00am** Perseverance
with David Van Gorder
- 10a.m-5:00pm** Leadership through Vision,
Mission, Goals &
Objectives

There will be a working Lunch

Past Man, Woman & Youth of the Year Honorees

- 1994: Geri Wagner
1995: Elisabeth Ruffner & Dava Hoffman
1996: Eugene Polk
1997: Ron Barnes
1998: Carl Brown
1999: Judge Robert Kuebler
2000: Jim Holt
2001: Barbara Polk & Lew Rees
2002: Doreen Dailey & Rick Killingsworth
Youth: JoAnne Goeringer
2003: Kathleen Murphy & Bill Fain
Youth: Brian Delong & Cason Murphy
2004: Gheral Brownlow & Robin Burke
Youth: Scott Fitterer & Annie Roethel
2005: Dee Toci & John Olsen
Youth: Nicole Fernandez & Patrick Fisher
2006: Ralph Weiger & Jean Phillips
Youth: Amanda Weed & Jason Sanchez
2007: Judge Robert Brutinel & Carm Staker
Youth: Chris Gino,

Acknowledging Today's Leaders

Plans are underway for the 2008 Man, Woman and Youth of the Year Awards Event to be held on Tuesday, April 22 or 29, 2008 from 5:30 p.m. to 8:00 p.m. held at the Prescott Resort and Conference Center.

Now in its 16th year, this event has honored some of Yavapai County's most significant servant leaders and we call out again to our community for nominations. Please take a moment to nominate that man, woman or youth whom you know to be deserving of this honor. A form is attached for you to complete and return to the awards committee. Nomination criteria is outlined on the form as well. Please complete the form and attach any additional information you deem applicable and return it to Attn: Awards Committee, Prescott Area Leadership, P O Box 3544, Prescott AZ 86302. The deadline for nominations is **February 1, 2008**

Sponsorship of this event is also being sought. If you would like information on how you can partner with us in honoring our communities best, contact Anita Payne for a sponsorship packet at Anita.Payne@aps.com.

Nomination Form on next page!

Updated Web Site!

For those of you who have not visited PAL's website lately, there have been some subtle changes made, along with updated information. This is an evolving process and we have more changes to make, but we wanted to let you know that we hope to utilize the website more in the future. We want to make it an active form of information, changing all the time, to bring PAL members the most up-to-date information. Please feel free to contact Liz Burke at liz.burke@cityofprescott.net or 777.1272 with any comments and/or suggestions. Visit the site at www.prescottarealeadership.org.

Man, Woman & Youth of the Year

Nomination Form

Now accepting nominations for Man, Woman and Youth of the Year to be honored at Prescott Area Leadership's annual event on Tuesday, April 22 or 29, 2008 at the Prescott Resort and Conference Center. Please complete the following form in its entirety, printing or typing legibly. We welcome attachments of any supplemental material you deem applicable. The Awards Committee and the Prescott Area Leadership Board of Directors will view all information provided.

Nominee Information:

Name: _____

Mailing Address: _____

Phone Number: _____ e-mail: _____

How long has the nominee resided in Central Yavapai County? _____

On a separate sheet respond to the following:

1. Using only one sentence describe the nominee.
2. Explain how the nominee has made a significant impact on our community. (if applicable)
3. Explain how the nominee exemplifies characteristics of good leadership.
4. List any professional, business, religious, social, athletic or other organizations in which the nominee holds or has held membership.
5. List any special honors received.

Your Information:

Name _____

Address _____ City _____ AZ, Zip _____

Phone Number _____ e-mail _____

Thank you very much for your taking a moment to nominate a true leader in our community. If you have any questions please contact Anita Payne at 776-3668 or by e-mail Anita.Payne@aps.com. All nominations must be returned to the address below no later than **Thursday, February 1**, in order to be considered by the event committee.

If your actions inspire others to dream more, learn more, do more and become more,
you are a leader.
~ John Quincy Adams

September Issue Day

Regional Issues – 9/21/07

Regional issues included water, immigration, lifelong learning, and transportation. Supervisor Carol Springer led off the water panel with a good history of water development and issues in our area. It was noteworthy that Ms. Springer was instrumental in sponsoring legislation that gave the Prescott area the right to import water following the 1980 Water Law that established Active Management Areas. Jim Holt, the Big Chino Water Ranch Project Manager, provided an overview of the pipeline project and some good statistics on exempt wells. Gerry Wildman (Prescott AMA Director) pointed out that the AMA is both the water “cop” and a source of water education. Chris Hoy, president of Citizens Water Advisory Group (WAC), explained what their educational group is all about, and John Rasmussen, the County’s Water Advisory Committee Coordinator, explained the WAC’s role in trying to bring water issues to consensus locally.

Police Chief Randy Oaks couldn’t make the immigration discussion, so Sam Rodriguez (Tri-City Hispanic Chamber of Commerce) gave his views on the issue, pointing out that the U. S. has welcomed Mexican workers since the Bracero program that began in 1942. Sam presented a point of view that is not commonly heard in the immigration discussion and provided some food for thought.

Curtis Heaton, fire chief at the Prescott National Forest Fire Center gave a fascinating talk and tour of the facility. He also did a credible job explaining what Prescott was covered with smoke during the recent prescribed burn!

Dennis Garvey, director of life-long learning at Yavapai College kept us on our toes following lunch with some interesting statistics on demographics of the area, and also told us about a new Advanced Leadership Collaborative that he is putting together at the college to tap into the vast number of retired people who want to help make this a better community.

Finally, Jodi Rooney (Central Yavapai Metropolitan Planning Organization) explained CYMPO’s role in transportation planning and talked about roads and transit improvements that are on the drawing boards.

PAL XVIII is off and running!

October Issue Day

Go green! - By: Megan Hanna

PAL Best class XVIII attended their second issue day on October 19th, planned by Margaret Garvey and Robert Resendes. The theme of the day was “economy and the environment.” The speakers focused on issues such as sustainability, clean energy, socially responsible investing, and environmentally friendly development of subdivisions and roads.

Dr. Dan Garvey, President of Prescott College, started out the day with a thought provoking discussion on sustainability. Dr. Garvey defined sustainability as being able to do whatever you are doing for however long you want to keep doing it without interruption. He further went on to say that we are the first group of people on the planet that have had to think of the idea of finite resources. The faculty, staff and students of Prescott College are strongly focused on this issue. Did you know that the food prepared at their Crossroads Café is all grown within 100 miles of Prescott College?

Next up was a field trip to the APS Prescott Airport Solar Power Plant. Dave Sutton of APS led the informative tour. The day was beautiful, making it easy to see why solar energy is a great alternative in Arizona. APS maximizes this sunny weather with solar panels that rotate throughout the day, delivering even more energy. According to Dave, APS is constantly researching and developing methods of delivering “green energy.”

After a great lunch provided by the Prescott College Crossroads Café, Jan Bryan led a discussion with the Green to Gold Business Network. Jan is a Socially Responsible Investing Advisor who helps her clients locate socially responsible investments. According to Jan, many businesses are moving away from Milton Friedman’s idea that the only focus of a corporation is to enhance shareholder value. She says this model is not sustainable. Instead, these businesses are striving to increase shareholder value in a socially responsible manner that is beneficial to all stakeholders in the long-term.

Jan introduced two local “green” businesses. Energy Savings Heating & Cooling is owned by Juan Leura and Steve Voevodsky. Their company devises energy efficient heating and cooling systems for both new home construction and remodels. Think4ink is owned by Jeff Ian. Jeff, a former chemistry teacher, invented ink jet refill kits, which led to the formation of Think4ink. He now provides recycled inkjet and toner cartridges to hundreds of school districts and companies nationwide. These and other local companies are part of the “Green to Gold Business Network”, which is striving to show that companies can be both “green” and profitable.

The day ended with discussions by Ken Spedding and Shakeeb Sharriff of the Yavapai County Development Services department and Phil Bourden of the Yavapai County Public Works department. The Development Services department is in the process of planning a new “residential conservation subdivision.” This type of subdivision will include more open space than a tradition subdivision. In addition, density bonuses may be awarded with the construction of “green” homes. When the Public Works department develops roads in the County, there is a surprising focus on the environment. The Public Works department had to find a creative solution to protect certain plants and animals during the recent construction of a road in the Verde Valley.

Lessons for Leaders

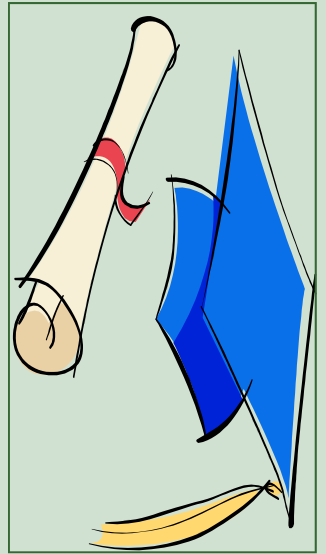
By Ron Barnes

The world doesn't need more leaders. Leaders are a dime a dozen. It's easy to become one. They can be promoted, elected, inherit the position, or simply fall into it.

What the world is in desperate need of is effective leaders. That's the primary purpose of PAL--to help participants become more effective leaders.

Here are a few distinguishing characteristics that I believe separate ordinary leaders from effective leaders (ELs):

- Leaders permit their leadership position to define them. ELs define their position for themselves.
- Leaders tend to be reactive, waiting for events or situations to happen before they take action. ELs are proactive; they make things happen.
- Leaders are concerned with being liked. ELs are concerned with being respected. If they are also popular, that's fine, but it's a secondary consideration.
- Leaders tend to do what is expeditious. ELs will do what they believe is right.
- Leaders tend to be adverbs; they are modifiers of what exists. ELs are verbs. They make substantive changes and take programs and followers in new, different directions.
- Leaders are politicians. ELs are public servants. Politicians put allegiance to self and party as their top priorities. ELs put the needs of society as their priority. The world's capitol are full of politicians but sadly deficient in public servants.
- Leaders tend toward exclusivity; people who differ from them are labeled as outsiders. ELs try to avoid thinking and acting in either/or terms as they seek to elevate the goal of inclusion of people of differing backgrounds, needs, beliefs and interests.
- Leaders find personal pleasure in exerting power over others and often become susceptible to receiving benefits that serve their own self-interests. ELs use the power of their position to serve others; they do not use their leadership position to pursue selfish personal desires, nor do they forget to express gratitude to their followers for giving them the opportunity to serve.
- Leaders focus on short-term gains, such as economic benefits. ELs consider long-term consequences of actions and decisions.
- Leaders tend to be satisfied with having achieved a position of leadership. ELs understand that becoming an effective leader is a challenge requiring conscientious effort to maximize strengths and correct limitations; they devote daily attention to meeting the responsibilities of their position with integrity. ELs realize that becoming an effective leader is a journey; that the leadership position they hold is not a destination.



Congratulations!

To the Prescott Area Youth Leadership
Best Class V

November 17th, 2006

ORDER YOUR COPY TODAY!

Lessons for Leaders and those who Aspire to be

Author: Ron Barnes

Great Holiday
Gift!

Working with hundreds of leaders around the country, Ron Barnes has gathered perspectives that are instructive and beneficial to the 20th century leader. Ron always says, "You don't have to be sick to get better" and so the same approach applies to leaders: "You may be an effective leader, but you can get better." LESSONS FOR LEADERS :And For Those Who Aspire to Be, provides insights, suggestions, thoughts and recommendations on how anyone can live a better, fuller life and become a more effective leader. In Ron's recently published book you can discover the most important qualities a leader needs to develop to be more effective; you will learn your strengths and limitations as a leader; you will find the characteristics an aspiring leader possess; and, glean to what extent self-understanding is critical to a leader's success.

ABOUT THE AUTHOR: Ron Barnes retired to Prescott in 1985, following an illustrious consulting career, having conducted seminars for more than two hundred business, government, health care, and educational organizations, and was recognized by TIME AND U.S. NEWS AND WORLD REPORT. Ron received the Prescott community Visionary Award and developed the Prescott Area Leadership program (PAL) now in its 18th year.



Order Form

To order LESSONS FOR LEADERSHIP

fill out the following and send to : (or if you are near Prescott Valley, stop by the Step One Office on the second floor and pick one up)

PAL, PO Box 3544: Prescott, AZ 86302

Please make your check or money order payable to: **Prescott Area Leadership (PAL)**

Please mail my order to the following:

Name _____

Address _____

City _____ State _____ Zip _____

Quantity 1 - 4: \$16.95 each plus \$3.05 for shipping

5 or more: \$13.95 each (one time shipping charge of \$6.95)

Quantity ordered _____ x \$ _____ price each + \$ _____ shipping cost

Total Amount Enclosed: \$ _____



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Mark Your Calendar...

Dec. 7, 2007: PAL Mid-Year Skills Training
Jan. 7, 2008: PAL Board Meeting 5-6p.m.
Jan. 18, 2008: Issue Day #4: "Criminal Justice"
Feb. 4, 2008: PAL Board Meeting 5-6 p.m.
February 11, 2008: PAL MIXER
at Bonn Fire in CV 5:30
Feb. 15, 2008: PAL Issue Day #5—Government & Politics
March 3, 2008: PAL Board Meeting
March 14, 2008: PAL Issue Day #6—Arts & Media
April 7, 2008: PAL Board Meeting
April 18, 2008: PAL Issue Day #7—Youth

Tuesday, April 22 or 29, 2008:

Man, Woman & Youth of the Year—Prescott Resort.
Contact Ab Jackson to volunteer!

May 5, 2008: PAL Board Meeting

May 2008: PAL Mixer—Gurley Street Grill (TBA)

May 16, 2008: PAL Issue Day #8—Health

June 2, 2008: PAL Board Meeting

June 15, 2008: Issue Day #9—Synthesis Day/Graduation

Comments, Suggestions for future newsletters?

Contact :

Monika Bishop/445-0909 or

Terri Farneti/442-5596

**It is time for a new generation of leadership, to cope with new problems and new opportunities.
For there is a new world to be won.**

~ John Fitzgerald Kennedy