

## **World Talk Radio – 13-week series**

### ***Everything You Ever Wanted to Know about Leadership...***

#### ***Anyone Can Lead: Anytime, Anywhere.***

##### **Show 1      Meet the Masters**

What makes a leader a leader? What makes a great leader great? Not such simple questions - and questions that have many answers. Explore the answers to these and other leadership queries with hosts Brenda Chaddock and Carollyne Conlinn of Limitless Leadership Inc. A Master Facilitator and a Master Coach respectively, they converse with leaders from every walk of life and from around the world as they explore, well, everything you ever wanted to know about leadership. This week, Carollyne and Brenda host guests Lee Smith and Jeannine Sandstrom. These acknowledged masters in the field are the authors and designers of Legacy Leadership®, the most comprehensive leadership model available today. Learn from these thought leaders about this foundational framework that guides the behaviors and attitudes of great leaders – and the Best Practices they use to consciously develop the leaders who will follow them. Before you tune in, find out more about the [Legacy Leadership® model](http://limitlessleadership.com/pdfs/legacyleadership-overview.pdf) <http://limitlessleadership.com/pdfs/legacyleadership-overview.pdf>

##### **Dr. Jeannine Sandstrom**

Jeannine is co-founder and CEO of CoachWorks International, Inc. Prior to CoachWorks, Jeannine launched and led national management development consultancies focused on leadership emergencies, strategic plan implementation for merger and acquisition and emerging leader team development. Dr. Sandstrom has coached executive leaders at The Prudential, Fidelity Investments, Chase Bank, John Deere, NASA, Puget Sound Energy, ARCO, private brokerage organizations, Merrill Lynch, Oracle, Samson Resources and numerous entrepreneurial and not-for-profit organizations. She has participated in PBS presentations, and has had featured articles in the *Professional Mentor and Coach Journal*, as well as *The Wall Street Journal* and *Fortune Magazine*. She has served on the boards of national professional and industry organizations, and holds certifications as Master Certified Coach (MCC, ICF), and Professional in Human Resources. Her doctorate is in Human Resource Development.

##### **Dr. Lee Smith**

Co-founder and President of CoachWorks International, Inc., Lee previously worked years with Sun Oil Company in human resources and maintained a private consultancy. Clients include executives from Tricon, IBM, Northern Telecom, Ford Motor Company, Levi Strauss, American Airlines, Baxter Healthcare, Oracle, Puget Sound Energy, Sabey Corporation, CVS/Caremark, Grant Thornton, Fidelity Investments and Samson Oil. Smith was an adjunct Professor at the University of Texas Executive MBA Program, University of North Texas and Abilene Christian University. She was featured in *Newsweek*, *PBS*, *Dallas Morning News* and local media, and has served on various

boards including University of North Texas, Corporate Coach U and CoachInc.com. Lee writes for business periodicals such as *Strategy & Business* and *Washington CEO* magazines, and holds one of the first international certifications as Master Certified Coach (MCC, ICF). Her doctorate is in Organizational Behavior and Psychology.

## **Show 2                   Where Leaders Gather**

Leaders are just like any other group of people in one very important respect. They need to get together with their own kind on a regular basis. Join Brenda Chaddock as she welcomes featured guests Cynthia Cherrey, President of the International Leadership Association (ILA) and Vice President of Student Affairs and Dean of Students at Tulane University, New Orleans; Brian Sullivan, Canadian Board Member of ILA and VP Students at the University of British Columbia; and Ted Baartmans, ILA Vice President for External Affairs; CEO, The Bloemendaal Communication Network & Managing Director, The Presentation Group, Netherlands. ILA enables leaders from around the world – and of every age -- to meet in person and online to share their experience and expertise. There's no other forum like it on the planet for benefiting from other leaders' experience, getting inspired and feeling a sense of community.

**Dr. Cynthia Cherrey** is the Vice President for Student Affairs and Dean of Students at Tulane University. In addition to her position as Vice President, Dr. Cherrey holds an Appointment as Clinical Professor in the A.B. Freeman School of Business. The Vice President for Student Affairs provides leadership for campus programs and services; learning and leadership opportunities that enhance academic and co-curricular programs.

She has written and published in areas of leadership, organizational development and higher education. She has served as co-editor of a publication entitled, *Building Leadership Bridges*. Her interests in organic systems and leadership resulted in a co-authored book, *Systemic Leadership: Enriching the Meaning of our Work* and a World Business Academy publication entitled, *Seeing and Leading Organic Systems*. She consults for various educational profit and non-profit organizations and was a select delegate to France to meet with Centre National des Ceuvres Universitaires et Seolaires University rectors and presidents, and recently spoke at the International Leadership Summit of the Americas in Quito, Ecuador and at the SM Global Leadership Institute in Seoul, Korea.

Dr. Cherrey is the President and Chair of the Board for the International Leadership Association, which is a global network for those who study, practice and teach leadership. She is a Senior Fellow at the James McGregor Burns Academy of Leadership, and is a recipient of a J.W. Fulbright Scholarship.

**Brian Sullivan** is the Vice President, Students at the University of British Columbia, a position he assumed August 1<sup>st</sup>, 1999. UBC is a publicly supported comprehensive university offering credit instruction to about 47,000 undergraduate and graduate students and staff of approximately 500. The Okanagan's new University of British Columbia campus, UBC Okanagan, opened its doors in Kelowna in September 2005.

Mr. Sullivan was previously at the University of Guelph where he was Associate Vice President, Student Affairs since 1988. He received his A.B. (Biology) from Harvard College in 1968 and a Master's of Public Health (Hospital Administration) at Yale University in 1970.

His particular professional interests include research into what promotes student learning in universities and colleges, approaches to increasing student involvement and leadership development, the preparation of students as global citizens, and new organizational arrangements for providing and funding student services. Brian has been active in NASPA on regional boards, the International Symposium and the Stevens Institute. He is a volunteer board member of the International Leadership Association, as well as the Vancouver Asian Heritage Month Society. Brian and Hilary's four children are all University age.

## **Ted Baartmans**

### **Show 3                      Coaching the Inner Game of Leadership**

How do you really measure success as a leader? Ultimately it's an inside job. Join two Master Coaches certified by the International Coaching Federation, as host Brenda Chaddock welcomes featured guests Carollyne Conlinn, founder of Full Spectrum Coaching ([www.fullspectrumcoaching.com](http://www.fullspectrumcoaching.com)) and creator of **The Great Question Game** ([www.greatquestiongame.com](http://www.greatquestiongame.com)) and Linda Miller, Global Liaison for Coaching with the Ken Blanchard Company, and co-author of the new release, **Coaching in Organizations**. Carollyne and Linda will talk about how coaching can move leaders from external definitions of success – the corner office and C-level salary -- to internal ones such as finding one's life purpose, living one's values, and making a difference in the world. Hear how people have taken different paths in their evolution as leaders – and to create your own way stations on the road to success.

**Linda Miller**

#### **Show 4                   Who's in Charge? We Are**

Can we be leaders and followers at the same time? Does a group have to have one leader? Join Brenda Chaddock, designer of the innovative Peer Leadership Practice Model, as she welcomes featured guests Dale Nienow, E D of the Center for Ethical Leadership in Seattle, WA and his colleague Karma Ruder, Director of Community Collaboration at the Center and lead author of the book ***The Collective Leadership Framework, A Workbook for Cultivating and Sustaining Community Change***; and Laura Mack, a Vancouver entrepreneur who is involved in several pilot projects using this evolving model and is authoring the ***Peer Leadership Handbook***. Together they explore Peer and Collective leadership. How are they different; how are they alike? What are the best applications and respective benefits of each? How do people establish inclusive and effective leadership without hierarchy? While these leadership models can be challenging, they have proven themselves to be tremendously rewarding for those who have felt that they didn't have a voice as a follower. Find out how these models can help you find your voice as a leader.

**Dr. Dale Nienow** is Executive Director of the Center for Ethical Leadership, a non-profit that helps people put values into action and create environments where people open up, tap into their potential and gifts, and bring forward their collective wisdom. Dale consults frequently with a broad range of organizations across sectors: community-based, nonprofit, government, philanthropy, business, and education. He shares leadership for the national *Kellogg Leadership for Community Change program* on behalf of the W. K. Kellogg Foundation. This work fosters place-based, boundary crossing, collective leadership for community change. Areas of interest include: values-based leadership, creating gracious space, collective leadership, and leadership by compelling questions.

**Karma Ruder** Over the last 30 years, Karma has worked in public and non-profit sectors to create authentic processes that inspire people to move beyond differences and conflict into the creative territory of community and collaboration.

For the national Kellogg Leadership for Community Change initiative to develop collective, place - based leadership, Karma was the lead author of the Framework Workbook. This approach guides individual and collective leadership development aimed at improving the quality of life in communities.

Karma directs the Confluence at the Center for Ethical Leadership, an innovative local program that increases community capacity to tackle complex social issues by creating a setting and structured format for learning across difference.

Previously, she was the Director of the City of Seattle's Neighborhood Planning Office. This program engaged 30,000 citizens in creating their own plans for growing with grace. Plans have guided over \$500 million in City investments in neighborhoods.

### **Laura Mack, Whitelight Consulting**

Laura Mack is a leadership consultant and facilitator. Over the span of her diverse career, she has held a range of positions, working both independently and as part of teams in the corporate and non-profit sectors.

She has been executive director of a national association and operated a sole proprietorship promoting inspirational speakers, leadership and development facilitators and trainers. Currently she is consultant to the International Leadership Association, developing partnerships with executives of organizations interested in leadership studies and practices.

Mother of a gifted child, she is currently Secretary of the Board of the Gifted Children's Association of British Columbia.

Laura's passion lies in assisting individuals and communities achieve their potential and in developing the Peer Leadership approach to realizing visions, building communities and achieving corporate and social goals.

### **Show 5      The Telephone – the ultimate leadership tool**

Hello, welcome to class. Tele-class that is.

Join Master Coach Carollyne Conlinn as she interviews Brenda Chaddock, an international telephone facilitator who also teaches classes on how to facilitate using this medium (<http://www.followtheleader.ca/flyer/teleclass.html>), to learn how to reach out globally and conveniently (for both leader and participants) through leading and facilitating by phone. No matter what area or interest you want to explore and share, the tele-class / session lets you reach a worldwide audience without ever leaving your desk. Find out how to save time while sidestepping the increasing stress and cost of travel to deliver expert information to anyone, anywhere, anytime. And experience the ultimate perk of tele-classes – conducting fieldwork in your 'fabulous facilitating pyjamas'!

## **Show 6                      Connecting for Change: Talking in Ways that Can Change the World**

Talk can be idle and ineffective . It can also be more powerful than anyone imagined when practiced in accord with new principles and protocols that are revolutionizing the art of conversation. Join Brenda Chaddock as she hosts Charles Holmes and Dawna Markova, emerging world leaders in this new way of transformational talking. Charles is an educator, consultant & founder of the Learning Strategies Group at Simon Fraser University in Vancouver, and an associate of the Dalai Lama Centre there. Inspirational speaker and writer Dawna Markova, Ph.D is internationally known for her groundbreaking work in helping people learn with passion and live on purpose. They talk about the power of effecting transformational change through conversation – and the fresh and inspiring possibilities this approach offers leaders in any organization and at any level. Experience this power firsthand as you follow the leaders modeling transformational conversation.

**Dawna Markova**, Ph.D., is internationally known for her groundbreaking research in the fields of learning and perception. She is CEO of Professional Thinking Partners, and a research member of the Society for Organizational Learning. She holds a Ph.D. in Education and Psychology from Union Graduate School. In 2003, Dawna co-founded SmartWired.org which is devoted to creating a global asset-focused revolution in how human capacity is recognized, utilized and developed.

As one of the creators of the Random Acts of Kindness series, she helped launch a national movement to help counter America's crisis of violence. She is the author of The Spot of Grace, Wide Open, I Will Not Die An Unlived Life, The Smart Parenting Revolution, The Open Mind book and audio series, No Enemies Within, How Your Child IS Smart, Unused Intelligence, and Learning Unlimited. At business and educational conferences around the world, Dawna has given inspiring keynote speeches on a wide-range of topics including finding purpose and passion, intellectual diversity, asset-focused parenting, organizational learning, living beyond cancer, and empowering individuals, groups and nations.

Dawna was recently honored with the Visions to Action Award, "for people who have made a profound contribution to the world." A long term cancer survivor (she was told

she had six months to live almost thirty years ago), Dawna has appeared on numerous TV programs, and is a frequent guest on National Public Radio and New Dimensions.

Visit her websites at [http:// www.ptpinc.org](http://www.ptpinc.org) to learn about her work as a professional thinking partner and [www.spotofgrace.com](http://www.spotofgrace.com) to read about her newest book ***Spot of Grace, Remarkable Stories of How You DO Make a Difference***

## **Charles Holmes**

Charles Holmes is a skilled facilitator and educator whose 18 years of experience has honed a passion for creating meaningful dialogue among groups whose diverse opinions would otherwise work against a common understanding of desired outcomes.

*Charles is a true social alchemist at work.*  
Jim Collins, author Good to Great

Charles has taught negotiation, team building, facilitation and leadership in Executive Programs for Universities in Canada and Saudi Arabia. He was co-founder of the Learning Strategies Group in the Faculty of Business at Simon Fraser University where he was the lead in establishing the Executive Development Program, a biotech MBA and an MBA in Applied Sustainability. He serves as a coach for the Sustainable Enterprise Academy and sits on a variety of boards.

In all instances, Charles' number one interest is helping groups to see the potential of what they might create together; to acknowledge, but not be constrained by the past, and to explore opportunities for working together toward a common future.

## **Show 7                      Climbing the Leadership Mountain: Handholds and Footholds**

Very few people ever accomplish anything entirely on their own. This is especially true for leaders. Join Carollyne Conlinn as she hosts Brent Tremblay, CEO of Kootenay Savings Credit Union, and Susan Bock, a Certified Executive Coach and Legacy Leadership® Facilitator, to whom Carollyne introduced Legacy Leadership and its five Best Practices in 2006. Sue then introduced Legacy Leadership to Brent, who took it to his senior team. This show focuses on Best Practice # 3 – how leaders inspire and develop the leaders that follow them. Learn about how leaders lend a hand to those following them on the way up the leadership mountain, establishing footholds – or

favourable environments - for them to step into their leadership. Learn how to reach out – and step up.

**Brent Tremblay**

**Sue Bock**

**Show 8                      How Do You Guide a River?**

### **Channelling the New Generation of Leaders**

Lead, follow or get out of the way. So goes the popular saying. We will probably have to do all of the above as the next generation of leaders comes rushing through society. Join Brenda Chaddock as she hosts a panel of next generation leaders – younger men and women who aren't waiting to be offered leadership positions. Like never before, they're going out and creating change, local change that can evolve globally as fast as running the rapids of a river. Find out what opportunities they're making – and taking – in leadership. What are they thinking? What do they care about? How can we create channels through which their energy can have maximum impact?

**James Haga** was born and raised in North Vancouver, Canada, and has been extremely fortunate throughout his 22 years to see travel the globe many times over, and now feels comfortably at home wherever he happens to be. Growing up in a transient family, by virtue of his father's work as a seaman, James has always been encouraged by his family to reach beyond his own community and to seek out deeper connections with people from around the globe.

A graduate of Capilano College's Global Stewardship program, and a current student in Simon Fraser University's School of International Studies, James has also been blessed to have worked with many dynamic community leaders, who have inspired James to actively find ways to bring about social change.

A long-term advocate in his community around youth and addictions issues, James has sat on the board of directors of Watari Youth and Family Services Agency for almost 5 years. James has also been active in international development initiatives, and spent 10 months working in East Africa last year with an organization called ACCES, with whom he is now an elected director on their board. Currently, James is working for Engineers Without Borders at their national office in Toronto, Canada, and is also working as an intern with an initiative called Canada's World, which is working from coast-to-coast in engaging Canadians of every variety to involve the public in re-defining our country's future role in the international arena.

**Jocelyn Anderson** a biology graduate from the University of British Columbia recently traveled to South America to clear her head after her studies and ended up co-founding a grassroots international volunteer organization in Bolivia. With youth from all over the world she helped develop rural community health and sanitation programs. Jocelyn continues to work in community development with the YMCA of Greater Vancouver Community Services and International development branch.

**Devon Carr** is an undergrad studying International Relations and Development at the University of British Columbia after having transferred from the inaugural offering of the Global Stewardship Program at Capilano College in Vancouver. His interests in these areas focus on questions of international law, global health challenges, cross border health cooperation, migratory populations, human security, and governance in a world of disparate value systems. Devon is also a graduate of the Debrulle International Institute of the Culinary Arts. He has strong passions for travel, food and literature, as well as wilderness exploration. Devon has worked and travelled in Europe and the Caribbean. With the opinion that leadership is a life choice, Devon attempts to foster growth and development both personally and within his communities by approaching life as a dynamic process, and one that seeks to support whole systems beyond individual action.

## **Show 9      From Boardroom to Classroom**

Legacy Leadership® works in the boardroom. Will it work in the classroom? Host Brenda Chaddock welcomes guests Dr. Kathy Dale, Assistant Dean of the College of Education and Technology at Fort Hays University in Kansas, and Jamie Robinson, a high school Vice - Principal in Kelowna, British Columbia. Kathy has adapted the Legacy Leadership® model for use within school systems from top to bottom, administration to students of all ages. Jamie has spearheaded a nationally acclaimed leadership program for senior high school students. Together they explore how the Best Practices of Legacy Leadership® look when they're used in school – and what a difference they can make in educational outcomes.

**Kathy Dale** is the Assistant Dean of the College of Education and Technology at Fort Hays State University in Kansas. The primary role of the Assistant Dean is to coordinate the NCATE accreditation process for the college. She is also the Interim Chair of the Advanced Education Programs Department. Kathy's academic emphasis is in Education Administration focusing on school finance, educational leadership and action research.

Kathy is a licensed Legacy Leadership® Consultant and co-author of ***Legacy Leadership for Educators***. She is an experienced leader and administrator who spreads the positive messages of education through training educators in the Best Practices of Leadership and creating practical tools with which to implement the best practices

**Jamie Robinson** is the current Principal of Glenrosa Middle School in Kelowna British Columbia. He has been an educator in the public school system for the past 15 years. During this time he has worked in several middle and secondary schools, and been involved in creating several student leadership programs. In his former school, Okanagan Mission Secondary School, he and his team have created a high powered student leadership program that has significantly improved the culture of school. His journey in building a student leadership program at his former school led him to Legacy Leadership. He is here to tell the story of ....bla bla whatever you want

## **Show 10                    Great Leaders Write One Page Business Plans**

Great leaders understand that one of their most important roles is that of Chief Storyteller. They know stories sell products, services, programs and big ideas. They also know that employees, vendors and investors listen and remember what is important, when the story is told well. The story leaders share most frequently is the story of where they are taking the company, how to grow it, what's critical to its success...in essence, their business plan. Unfortunately, too frequently the story is only told verbally...or resides in a fifty-page document. Neither are effective. Great leaders can write their plans on a single page. In this segment, Brenda Chaddock and Carollyne Conlinn host Jim Horan, creator and author of the Amazon best selling series, ***The One Page Business Plan***® in a lively, provocative conversation on how it IS possible to write a complex business plan on a single page AND why, as a leader, you personally must master this skill, then have your teams master it.

**Jim Horan** is an experienced Fortune 500 executive, consultant, author and speaker. Currently he is CEO of The One Page Business Plan Company. Jim founded the company in 1990 after 20 years in senior financial positions in Fortune 500 companies. Over the past 18 years, his company with 400+ senior consultants has helped start and grow over 250,000 businesses and 5,000 non-profits. [\*The One Page Business Plan for the Creative Entrepreneur\*](#) book was published in 1997 and quickly became an Amazon.com best-seller. In 2007 he published the *Professional Consultant, Non-Profit and Financial Service editions*. The company is rapidly becoming known for its innovative planning and performance management software and consulting services. Clients include companies like Oracle, Disney, and Morgan Stanley. Mr. Horan speaks to audiences across the country, helping leaders systematically make their

businesses more profitable. **Tom Peters**, best-selling author, calls the One Page Business Plan an out and out winner... Period!

## **Show 11     Selecting and Developing Leaders for Excellence**

What traits should a leader have? Are some leaders better suited for certain types of positions than others? How do you tell who is best suited for which positions? One of the best places to start assessing leadership potential is with the Winslow Dynamics Profile Instrument, a 24 Character Trait Assessment that is invaluable for interviewing, hiring, coaching, developing and assessing right relationship with organizational positions. Brenda Chaddock hosts Ed Allen, Executive Director of the Winslow Research institute and Executive Coach, a former Vice President at Oracle Corp. and a U.S. Navy Rear Admiral (Ret.) for an insider's look at optimal traits for leadership.

**Ed Allen** Ed's first career was in the U.S. Navy for 30 years during which he achieved the rank of Rear Admiral. During his Navy career, he led six operational commands: an F-14 Squadron, a Carrier Air Wing, an Amphibious Assault ship, an Attack Aircraft Carrier, Naval Space Command and a Carrier Battle Group/Commander NATO Strike Force. He served as a Joint Task Force Commander at sea and as Deputy Joint Task Force Commander in Southwest Asia. His shore tours included the Navy Staff, the Joint Chiefs Staff and the Space/Naval Warfare Systems Command. Ed has a Master's Degree in International Relations, graduated from the National War College, the Senior Officers Material Readiness Course and completed Graduate Business studies in Information Technology. He was awarded the United States Navy League John Paul Jones Award for Inspirational Leadership and the Tailhooker of the Year Award. As a Naval Flight Officer, he accumulated over 3,300 flight hours, and 1285 arrested landings in 19 different types of aircraft.

As a Vice President Business Development for the Oracle Corporation, Ed focused on e-Business solutions for Department of Defense Agencies, Navy/Marine Corps and Public Sector Health. These solutions enabled secure access to information, enterprise collaboration and significant business impact and ROI. He was also responsible for Oracle's Leadership and Executive Coaching initiative.

Ed's coaching is primarily with Corporate executives, managers and teams with a focus on business results. Clients also include a former U.S. Senator and senior Defence Department leaders and military Flag/General Officers.

## **Show 12                    Leading by Example**

The demands of leadership can exhaust even the most energetic. Successful leaders take care with self-care to make sure that they can lead effectively. So how can leaders walk the talk of self-care? How do they lead by example – by not working too much, by taking time for family and for their own health and personal development? Join Carollyne Conlinn as she welcomes Susan Cantwell, President of The Lifestyle Coaching Institute as they explore ways leaders practice wellness – and model it for others.

## **Susan Cantwell**

## **July 29- Show 13    Where are Women Leading in the World?**

As women develop economic, social and political influence, profound shifts occur: children's health improves, literacy increases, families stabilize and communities learn self-reliance. Wherever women step forward to lead, significant changes happen and the whole system benefits.

Brenda Chaddock welcomes guests Margaret Wheatley, inspirational leader of the Women's Leadership Revival Tour and founder of the Berkana Institute, and Debby Edelstein, founder of the Quality Life Company in Johannesburg and host of the annual Women's Leadership Conference there, "We are the Ones We Have Been Waiting For" about the unique and critical ways women are leading in the world today.

**Meg Wheatley** writes, teaches, and speaks about how we might organize and accomplish our work in chaotic times. She invites us to attend to the quality of our relationships to weather the increasing turbulence. She knows that whatever the problem, community is the answer. She is co-founder and President emerita of The Berkana Institute, a charitable global foundation that connects and supports pioneering, life-affirming leaders around the world who strengthen their communities by working with the wisdom and wealth already present in its people, traditions and environment. ([www.berkana.org](http://www.berkana.org)) She has written four books :*Leadership and the New Science* (in

*twenty languages and third edition), Turning to One Another: Simple Conversations to Restore Hope to the Future, A Simpler Way* and, most recently, *Finding Our Way: Leadership for an Uncertain Time*. Her numerous articles appear in both professional and popular journals and may be downloaded free from her website.

[www.margaretwheatley.com](http://www.margaretwheatley.com) Wheatley received her doctorate in Organizational Behavior and Change from Harvard University, and a Masters in Media Ecology from New York University. She has been a global citizen since her youth, serving in the Peace Corps in Korea in the 1960s. She was a practicing consultant for 30 years to a very wide variety of organizations on all continents.

**Debby Edelstein** is a facilitator, writer and international speaker on the new leadership. As co-founder of QualityLife Company, she designs and delivers programmes for South African organisations who appreciate the importance of feminine leadership principles and what it means to bring soul to the workplace. A graduate of Wits University and Wits Business School, she sits on the advisory board for the Centre for Spirituality and the Workplace in the Sobey School of Business at Saint Mary's University in Canada and on the editorial board for the international Spirit in Work Journal.