



**L**EADERSHIP *Unleashed*® is an award-winning, leadership program designed to create, equip, and engage leaders (and emerging leaders) in business, non-profit and government sectors. Participants in this proven and very popular curriculum come together from diverse backgrounds, experience, and perspectives. They meet once a month to develop essential business and community leadership skills while learning about themselves, each other, areas of interest, and how to make a difference, where they live. Graduates form lasting connections with each other, create valuable links to organizations, and join a powerful group of individuals making a difference locally.

**T**he year begins with the Leadership Retreat where participants lay a solid foundation for effective teamwork and exemplary leadership. They also begin the process of identifying their Affinity Group where they will focus their energy and develop a level of expertise in their chosen interest. Affinity Groups will create a service project designed to benefit a non-profit in a strategic way.

**F**rom the retreat, participants will embark on a leadership journey that not only develops core leadership skills, but provides access and insight into their communities in ways they may not have had before.

**T**he year ends with the Leadership Advance where participants will chart their own unique course in community leadership and reflect on their journey in the program. The day and year will end in a spirit of celebration as graduates, surrounded by family and friends are formally presented to their communities.

**T**he LEADERSHIP *Unleashed*® program is comprised of two parts: classroom learning (leadership skills) and field visits.

## LEADERSHIP SKILLS

Participants will receive instruction on essential leadership skills, creating a solid foundation for effective business and community leadership.

### Understanding Leadership Effective Leadership

- Tenets of Leadership
- Exposure to exemplary leadership practices
- Team & Self-assessment
- Integrity and honoring your word

### Creating Effective Teams

- Communicating Effectively
- Identifying & Leveraging Strengths
- Valuing and Seeking Diversity
- Structure for Accomplishment

### Managing Conflict

- Assess one's individual conflict management styles
- Explore models for conflict resolution
- Discuss individual responsibility in managing conflict

### Making Group Decisions

- Stakeholder analysis
- Balanced input
- Shared responsibility
- Decision-making models & strategies

### Building Communities Through Collaboration

- Defining Collaboration
- Building and Sustaining Community Collaboratives
- Benefits, Barriers and Challenges

### Leading Community Change

- Distinguishing Change – Incidental vs. Fundamental
- Why change fails
- Roles in leading successful change efforts

### Effective Communication/Conducting Successful Meetings

- Communication Process
- Hindrances to Eff. Comm.
- Identify the purposes of meetings in a community
- Identify strategies for dealing with disruptive behaviors
- Parliamentary Procedure/ Roberts Rules
- Discuss some rules for conducting community meetings

### Understanding Financial Accountability

- How to read a financial statement (how to identify red flags)
- Financial accountability in community service

### Charting Your Leadership Path

- Understand the forces that shape you
- Create a personal mission statement

(707) 227-7070

For the program application please send an email to: [customerservice@followyourcompass.com](mailto:customerservice@followyourcompass.com)



## 2017/18 PROGRAM SCHEDULE

### LEADERSHIP RETREAT:

**Understanding Leadership  
Creating Effective Teams**

September 20: 8:30 a.m. - 5 p.m.

**Effective Leadership/Integrity**

September 21: 8:30 a.m. - 5 p.m.

**Your Leadership Path**

October 4: 8:30 a.m. - 5 p.m.

**Effective Communication**

November 1: 8:30 a.m. - 5 p.m.

**Managing Conflict**

November 29: 8:00 a.m. - 5 p.m.

**Making Group Decisions**

January 3: 8:30 a.m. - 5 p.m.

**Collaboration**

January 31: 8:30 a.m. - 5 p.m.

**Leading Change**

February 28: 8:30 a.m. - 5 p.m.

**Successful Meetings**

March 28: 8:30 a.m. - 5 p.m.

**Financial Accountability**

April 25: 9:30 a.m. - 3 p.m.

**Graduation**

April 25 7:00 p.m. - 8:30 p.m.

## Additional Commitments

### Affinity Group Service Project

Each affinity group will select a service project designed to have a positive, strategic impact in the community. The project will require an additional one-two hours per month, culminating in the execution (no more than one day). (This is an approximation. Less time is required earlier, more later.)

## Optional

### Community Participation Activities

Periodically opportunities will arise that team members may want to participate in. They generally will require one - four hours per event.

## Participant Reviews

*"I highly recommend this program to all leaders and emerging leaders. The team and leadership skills you will learn add value to every aspect of your life."* – **Amy Cervantes, Kaiser Permanente Medical Group**

*"I've been through a lot of leadership training in the Air Force. This program is superior in many ways and presents facets of leadership that have been proven to be invaluable."* – **Lt. Col. Dan DeVoe, USAF**

*"Thank you for your brilliance and skill. You've made such a difference in our community by helping so many of us find our leadership voice and direction."* – **Christie Speck, Solano Community College**

*"You are an amazing leader. I am truly grateful to have had the opportunity of being a graduate of your program."*

– **Teresa Courtemanche, Matt Garcia Foundation**

*"I have gotten to really understand myself not just from a management and leadership perspective but personally as well. This program has truly inspired me to take an active leadership role in the community and spurred me to volunteer in my community."*

– **Betsy Carrabello, Sutter Regional Medical Foundation**

*"This is the greatest community/business learning journey I have been on in my life so far."* – **Monte Hoover, Gillespie's Abbey Carpet**



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## Value to Employers

In addition to essential business and community leadership skills training, participants will receive valuable coaching on how and when to implement those skills. The knowledge graduates obtain will serve as a solid foundation for effective leadership in all applications: non-profit, government, and business, wherever they work and live.

*“Companies that place a high priority on exploring innovative and powerful ways to engage employees, including the unique professional development opportunities that volunteerism provides, may reap substantial rewards in the global race for talent.”* – Jeff Schwartz, US Leader and Global Co-Leader, Talent Services, Deloitte Consulting LLP

## Value to Participants

Graduates of the program will learn important self-awareness skills and gain a deeper understanding of the behavior of others. They are given tools to impact relationships positively. They form long-lasting friendships that are rare in today’s rapid-paced world. Graduates indicate that the program far exceeded their expectations.

## Value to Community

This program has been specifically designed to create a pathway for graduates to effectively lead and serve on non-profit boards and government commissions. Graduates are equipped with practical skills and knowledge to make ethical, strategic, ongoing contributions wherever their interests lead.

## Additional Information

Nominations and Applicants are sought from every sector and background in Solano County. Applications are available by sending an email to: [customerservice@followyourcompass.com](mailto:customerservice@followyourcompass.com)

## AFFINITY GROUP FIELD VISITS

Step out into our communities and discover the segment of society that you are compelled to contribute to. Get a first-hand look at the non-profits and the people who are at the helm and in service to making a positive difference.

### Food and Hunger

Issues surrounding hunger and food insecurity exist and the consequences are especially harmful to children. Learn what previous graduates have done and what you can do to impact this issue.

### Housing & Homelessness

Homelessness can happen to anyone. There are many innovative, approaches to impacting this seemingly unsolvable issue.

### Land, Water & Environment

Unique open spaces, farm land and waterways are worthy of protecting. Yet finding balance between economic growth and environmental health is an important issue. Learn from graduates what works.

### Education

Concerned citizens have created some impactful programs to break the cycle of early drop-out rates and developed paths for students to succeed.

### Children

Healthy communities value children. Learn about the many successful programs and organizations that are having a positive impact on our youth.

### Government

The information and advice that commissions provide about community needs, concerns, and opinions can have a profound impact and lead to improved services for all.

### Health

Health care is an essential element to a thriving community. Understand what the big issues are and how we fare health-wise.

### Animals

Furry friends can improve health and quality of life for many. Finding the balance of responsibility for the animals and the community is a worthy undertaking.

### More

Participants are not limited to the above but have the freedom to explore any field that is of interest to them.





## Program Value Highlights

<p><b>Leadership Training</b> (See pg. 1 for more details)</p>	<p>Understanding Leadership            Effective Leadership/Integrity            The Four Elements of Success: Creating Effective Teams            Charting Your Leadership Path            Effective Communication            Managing Conflict            Making Group Decisions            Building Communities Through Collaboration            Leading Community Change            Conducting Successful Meetings            Understanding Financial Accountability</p>
<p><b>Experienced Program Director</b></p>	<p>26 years of leadership development            12 years as a leadership trainer and coach            7 years as a community leadership program director</p>
<p><b>Awards</b></p>	<p>Preceptor Award 2011 from the Association of Leadership Programs, for establishing a new level of excellence in the direction of a community leadership program.</p>
<p><b>Number of Program Days</b></p>	<p>10 days</p>
<p><b>Cost</b></p>	<p>\$1500. \$1300 for non-profits and active military. (\$150/mo. payment plan available)</p>



**Sherry McKillop, PPC**  
**LEADERSHIP *Unleashed*® Program Director**

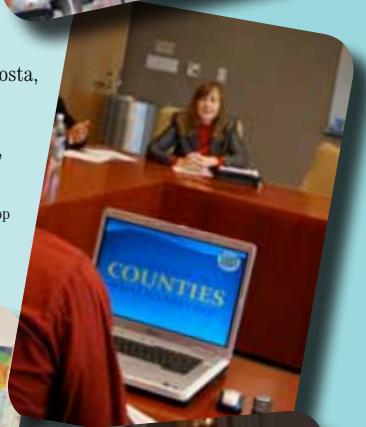
Sherry McKillop, principal and founder of Follow Your Compass® and LEADERSHIP *Unleashed*®, is an experienced expert in team and leadership development. Her broad range of leadership and entrepreneurial experience spans thirty-four years. She has over 26 years of experience developing leaders and over 12 years specifically as a leadership trainer and coach.

She has served on the following local boards: Napa Chamber of Commerce, Napa-Lake Workforce Development, Sacramento Coaches Association. She is a member of the Association of Leadership Programs, The Association of Talent Development, the International Coach Federation, and The Solano Community Foundation. She holds many leadership training and coaching certifications.

Sherry works with individuals at all levels to improve their effectiveness so they can deliver outstanding results. Her clients include a wide range of individuals and organizations in Marin, Sonoma, Napa, Solano, Contra Costa, Alameda and Sacramento counties.

For more information about Sherry McKillop or Follow Your Compass®, please visit [www.followyourcompass.com](http://www.followyourcompass.com).

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