



LEADERS EMERGE !

*Virginia Association for Rehabilitation Leadership*

*"The VARL MISSION is to develop, improve and strengthen leadership skills and practices in both public and private rehabilitation organizations."*

I have attended a couple of training activities lately and been struck by how often the word TRUST comes up. It is often explicit in Ethics training, but what does it really mean? Can you trust someone if they don't trust you? Can you be a leader without trust? It seems to go without saying that a follower trusts their leader, but does that always play out? Can you be a good leader if your followers don't trust you?

There are no easy answers. In *THE SPEED OF TRUST* by Stephen M.R. Covey, he states *"Contrary to what most people believe, trust is not some soft, illusive quality that you either have or you don't; rather, trust is a pragmatic, tangible, actionable asset that you can create – much faster than you probably think possible"*.

Hmmm. Pragmatic, tangible and actionable. That means it deals with the practical, is capable of being understood and evaluated and it is able to be put into action. As a leader, one has hope that if they can learn how to trust and let others see it and that the leader is consistent in their actions, then ultimately they will gain the trust of others. Trust implies confidence and as Covey noted, the opposite of confidence is suspicion...something all leaders want to avoid in their relationship with their followers.

Amy Armstrong will be the VARL sponsored speaker at the 2008 Collaborations Conference and her topic will be **PEARLS for Life Transformation** – a time for you to look at your situations and figure out what you can do to enhance your personal and professional life. Essentially exploring how much you trust yourself. We hope many of you will take that opportunity.

VARL will also be sponsoring Situational Leadership training in the fall and this too will help you recognize how to trust those you work with and adapt your style to theirs so that success can be the result.

Look for our announcement regarding our first Annual Emerging Leader award. What better way to acknowledge the trust and confidence you have in a young leader than by nominating him or her for this incredible award. The awardee will receive a plaque and a one year membership (or renewal) to both VRA and VARL. It is our way of saying thank you for showing your leadership skills to others.

We are over 50 members strong and continue to be. We invite each and every one of you to our quarterly meetings which will be from 10:00 AM to noon, with a half-hour training experience starting at approx. 11:30 AM.

The dates are: Thursday August 7 (host site – Fishersville)  
Thursday December 4 (host site -Richmond)

Look for more information on the web site and via email. We hope many of you will join us to see what is happening in the world of Leadership development.

Yours in leadership,

Shirley Lyons, VARL President, lyo@co.henrico.va.us

*VARL 2008: President – Shirley Lyons, President Elect – Jack Smith, Past-President – Jim Hall, Treasurer - Eleana Boyer, Secretary – Amy Mosher, Board Members Naomi Aitkin, Teri Bertsch, Ned Campbell, Doug James, Ellen Braswell and Jane Bennett*

References:

Covey, Stephen M.R, The Speed of Trust: The one thing that changes everything, 2006, Free Press, Simon & Schuster, New York