



LEADERS *EMERGE!*

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

I'd like to start our article a little differently this time. Instead of news of VARL, I want to begin by sharing with you some quotes on the subject of leadership.

“Leadership is not so much about technique and method as it is about opening the heart. Leadership is about inspiration – of oneself and others. Great leadership is about human experiences, not processes. Leadership is not a formula or a program, it is a human activity that comes from the heart and considers the hearts of others. It is an attitude, not a routine. More than anything else today, followers believe they are part of a system, a process that lacks heart. If there is one thing a leader can do to connect with followers at a human, or better still a spiritual level, it is to become engaged with them fully, to share experiences and emotions, and to set aside the processes of leadership we have learned by rote.” *Lance Secretan, Leadership consultant/author/trainer*

“Leadership is not magnetic personality – that can just as well be a glib tongue. It is not ‘making friends and influencing people’ – that is flattery. Leadership is lifting a person’s vision to higher sights, the raising of a person’s performance to a higher standard, the building of a personality beyond its normal limitations.” *Peter Drucker, Management consultant/author*

Consider these words and consider the logo of VARL i.e. **Leaders Emerge!** The thinking on leadership as described by Secretan and Drucker supports what VARL believes and that is that leadership is not a matter of one’s position on the organizational chart. Even the person who is at rock bottom can choose every day to lift the spirits of the others around them through connecting, caring, giving positive feedback, listening, and encouraging. An environment where this is happening will be overflowing with positive energy and where that happens, positive outcomes happen! How we treat each other will be a model for how we treat our consumers. Consumers receiving this type of positive regard, confidence, and inspiration from all of us will soar into successful and productive lives.

I encourage all of you to make a conscious decision today to let the leader in you emerge quite simply by ‘lifting others vision to higher sights’. It will be marvelous for them and the payback for you is tremendous – not in dollars and cents – but in smiles and successes.

On to the business of VARL! As we move into the last stretch of 2006, there are still many exciting things to look forward to from VARL. Our November 1 workshop on the

“Seven Habits of Highly Effective People” is going to be huge. Our thanks to Sharon Harrup and STEPS, Inc for making it possible for VARL to have NISH here to do this for us. We are already discussing repeating it early next year hopefully in a more western part of the state.

We still have Brown Bag Leadership Chats coming. Look for more information about a chat at WWRC on November 16 and one at the DRS Central office on December 15. Topics are still a work in progress but it will be great! Take this chance to meet new people and expand your leadership development over a casual lunch. Want to host/facilitate a leadership chat in your area? Contact a VARL Board member or officer and we will guide you!

Our July 20, Richmond and September 18, Collaborations workshops on Leadership were both very well received. The feedback to the insights of Shirley Lyons and Amy Armstrong, respectively, was that people wanted more!! We send our heartfelt gratitude to these two exceptional leaders for their gift to our organization.

Election results are in and our new Board members for 2007 will be Doug James and Teri Bertsch and our President-Elect will be Jim Hall all with the Dept. of Rehabilitative Services in the Northern Region. Eleana Boyer, Didlake, will return for another year as our Treasurer. Kudos to these great leaders for stepping up to the plate and serving their association in a big way!

Welcome to our newest VARL members - Eleanor Williams, Liz Smith, Paula Homes, and Jerry Kite!! We invite each and every member and their guests to join us at our Board meetings. The next ones are on October 12 and December 7 at the Dept. of Mines and Minerals/ Dept. of Forestry in Charlottesville's Fontaine Research Park.

Come join us, check us out, get involved, and let the Leader in you **EMERGE!**

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VARL 2006: President – Susan Green, President Elect – Carol Thacker, Past President – Margaret Gillispie, Treasurer - Eleana Boyer, Secretary – Bonnie Hawley, Board Members – John Phelps, Karen Stevens, Jim Hall, Shirley Lyons, Naomi Aitken, Ned Campbell