



VARL

LEADERS EMERGE !

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

“Every kind of peaceful cooperation among men is primarily based on mutual trust and only secondarily on institutions such as courts of justice and police.” This was said by Albert Einstein many years ago. I got this quote from a book I read recently by Stephen M. R. Covey (son of the 7 Habits Covey) entitled The Speed of Trust. Covey said, “Like a ripple in the pond, the speed of trust begins with each of us personally, continues into our relationships, expands into our organizations, extends into our marketplace relationships, and ultimately encompasses our global society at large.” If you really think about the impact trust has on our relationships, it is pretty incredible. Simply put, trust means confidence. The opposite of trust – distrust- is suspicion. In his book Covey writes that leading companies have learned that the answer to one question is more predictive of team and organizational performance than any other question they might ask. What is that question you ask? *“Do you trust your boss?”*

I think it is pretty safe to say this same question and its impact on teamwork, relationships, and outcomes applies to many scenarios. Do you trust your spouse, your parents, your rehab counselor, your colleagues, and so on? So who do *you* trust? *Why* do you trust this person? *What* is it that inspires confidence in this particular relationship? More importantly, find a mirror, look yourself squarely in the eyes and ask, “Who trusts *me*?” What is it *in me* that inspires the trust of others?

I was in an interesting group recently where people were discussing that there is an increase in successful supported employment service outcomes when the relationship between the rehab counselor and the job coach is very good – clear and frequent communication, agreement on consumer progress, etc. Someone else in the discussion said that they didn’t think this was it all by itself but that a perception of competence was also a factor. In other words the counselor more often will select job coaches that they trust can get the job done. This supports what Covey also says in his book. He says trust is a function of two things: character and competence. So one’s integrity, motive, and intentions are important but one’s capability, skill, and ability to get results is also a factor in whether you will be called on in a leadership capacity. He says that whether in the family room or the boardroom, leadership failure is always a failure of one or the other: character or competence.

Early next spring, VARL intends to present a workshop on this topic, dig a little deeper, have opportunities to discuss, help you do some self assessments and provide some of Covey’s ideas on how to increase the level of trust others have in you.

Other news from VARL:

- Our membership continues to be the largest of all the NARL chapters in the country. We have between 50 – 55 members. This is fantastic! If you are reading this article and are not a member yet, please get in touch with us so we can tell you more about what we do and the benefits of belonging.
- VARL is on the technology cutting edge! In order to reduce wasted time and money due to traveling and to provide an opportunity for as many members as possible to participate in VARL Board meetings, on August 9th, VARL had its meeting via video-teleconferencing (VTC). There were sites in Fishersville, Richmond, Portsmouth, and Fairfax. Plans are for the October 30 Board meeting to be in the same format. If you are interested in participating, let a VARL officer or board member know. Our final meeting this year will be held on December 6 also via VTC.
- We are working on increasing our membership in the Tidewater area so following the October 30 Board meeting there will be a first time leadership chat on the Seven Habits of Highly Effective People (habits # 1 and 2) from noon to 1:00 in the Portsmouth office of DRS. Contact Marie.Gibson@drs.virginia.gov if you desire to attend and she can share more details.
- VARL lived up to its mission to strengthen leadership abilities at the Collaborations conference this year. This was accomplished through an excellent two session workshop with Dr. Amy Armstrong on “Believe, Choose, Do!” as well as through a fun and educational leadership chat with an overflow crowd on Covey’s The Eighth Habit. VARL will likely spread and expand on this Covey topic in 2008 in local brown bag chats.
- By the time you read this newsletter, our “Seven Habits of Highly Effective People” workshop in the Roanoke area will have taken place. Over 40 people were registered as of this writing. VARL is very excited to take a program of such caliber out to our western friends in Virginia.
- Our election of officers/board members for 2008 is finished and our newly elected are President-Elect – Jack Smith; Secretary – Amy Mosher; Board members – Ellen Braswell and Jane Bennett. Congratulations and thanks to all!!

Let the Leader in You Emerge!

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VARL 2007: President – Jim Hall, President Elect – Shirley Lyons, Past President – Susan Green, Treasurer - Eleana Boyer, Secretary – Bonnie Hawley, Board Members Naomi Aitken, Teri Bertsch, Ned Campbell, Marie Gibson, Doug James, Amy Mosher