

LEADERSHIP - MONDAY  
MARYANNE DIMARZO - INDIAN RIVER  
4:15-5:15

Additional notes:

Behavioral Governance is where you will find answers you seek about leadership.  
Develop leaders who can lead with right values  
Wrap those values and everything you do and sustain organization in original intent of founders.

Need expertise but also need people who have values that organizations holds dear  
Critical role of board in articulating and living/modeling the cultural leadership values of organization

“itty bitty shitty committee”...50% of time, we are mind walking

BY ME

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TO ME

**BY ME:**

HEAR ME  
I AM CURIOUS  
TELL ME MORE  
OPEN  
EMBRACE  
ASK FOR HELP  
TEAM  
BEST PRACTICE  
BREAK THROUGH THINKING AND TRANSFORMATIONAL THINKING  
PLAN FOR FUTURE

**TO ME  
VICTIM SPACE**

I AM RIGHT  
CLOSED  
WOE TO ME  
RESIST  
PUT UPON  
BUSINESS AS USUAL  
FIND MORE PEOPLE LIKE ME

Most questions came from those who wanted to know how to work together with different way of thinking and going about the same goals.

MARYANNE ALSO LED A BREAK OUT SESSION ON MEMBERSHIP ON MONDAY MORNING

Bullet points:

Engage those who join but don't "connect."

Make people feel appreciated and valued - Get to the heart

Degree to which they feel good about themselves determines level of commitment!

Millennial wants to see the impact of her work and working women want to network with each other and them.

7% of communication is the words we speak

"telling ourselves what is going to happen." "talking to ourselves."

"itty bitty shitty committee"

Get close to the CAUSE AND NOT NECESSARILY THE ORGANIZATION!