



**Vision: To realize the power and potential of African-American women.**

**Mission: To give African-American women enabling experiences that develop stellar professional and personal foundations, stimulate community engagement and foster the intergenerational transfer of leadership capabilities.**

# **Institute Report 2007**

**Submitted by**

***NAAWLI Curriculum Committee***

G. Arlivia Gamble, LLIF, Co-Chair  
Hattie Hill, Co-Chair  
Dr. Barbara Barnaby-Darby, Project Dean  
Celeste Allen  
M. Colleen M. Jones  
Carolyn Flowers  
Faye Siggers, NAAWLI Administrator

# **Executive Summary**

## **2007 NAAWLI LEADERSHIP DEVELOPMENT PROGRAM**

Dallas Marriott Quorum Hotel  
Dallas, Texas

### **SESSIONS**

**“Discovery Leadership”**  
(January 28 – February 1)

**“Building Leadership Capacity”**  
(March 3<sup>rd</sup> – 6<sup>th</sup>)

**“Integrate Learning and Commit to Action”**  
(June 1<sup>st</sup> – June 4<sup>th</sup>)

#### **CURRICULUM COMMITTEE**

G. Arlivia Gamble, LLIF Co-Chair  
Hattie Hill, Co-Chair  
Dr. Barbara Barnaby-Darby  
Celeste Allen  
M. Colleen M. Jones  
Carolyn Flowers

#### **SELECTION COMMITTEE**

Celeste Allen, Chair  
Dr. Barbara Barnaby-Darby  
G. Arlivia Gamble, LLIF  
Lillian Holt  
Conchita Robinson

### **2007 INSTITUTE HIGHLIGHTS**

- First year for a class of NAAWLI Fellows administered by the new Dallas, Texas office.
- The Institute provided a 13-day comprehensive leadership program focused on fundamentals of leadership with a unique Community Project component that transferred learning into practice during the program.
- Program sponsors included: State Farm, Dell, Inc., CSX, Texas Instruments, Hattie Hill Enterprises, Inc.
- The NAAWLI Board Curriculum Committee was responsible for the development of the Texas program

- The estimated cost of the 2007 program was \$75,000. (Some services were provided by in-kind donations.)
- Two Acting Executive Directors administered the program:
  - Bea Bourne – January Session
  - Rochelle Gordon-Carlton – March and June Session
- This was the first year to bring Gallup’s new “Talent to Lead” Program to Dallas, which was coordinated by NAAWLI co-founder Zulma Barrios. It was through her influence and in-kind contribution of service that the Fellows received a stellar program at a significant savings.
- Fifteen (15) candidates submitted applications for the program.
- Thirteen (13) Fellows completed the 2007 leadership development program bringing the total Fellows through the Institute to a total of seventy (69) from seventeen (17) states. (One Fellow had to finish Session III and her project with the 2008 class due to a business conflict in her calendar in June.)
- Board expertise was a quantifiable commodity contributed by Board members.
  - Barbara Tolliver-Haskins and Dr. Gloria Scott kicked the program off with historical background.
  - Barbara T-Haskins conducted a closing session called “The NAAWLI Experience.”
  - Celeste Allen served as a day coordinator and Curriculum committee member.
  - Dr. Colleen Jones coordinated session speaker Dr. Suzanne Peterson & served on the committee.
  - Kathy Wilson served as a member of several session panels.
  - Hattie Hill facilitated several sessions as well as coordinated several speakers.
  - Arlivia Gamble served as a speaker and sponsored Session III speaker, Terrie Williams, et al.
  - All Board Directors served as Mentors to assigned Fellows. Additionally, each one served on a panel representing the Board of Directors or an area of expertise.
- Marketing and Recruiting Activities included:
  - **FOX 4 INSIGHTS TV Program** (September 2007) – The Community African-American morning show featured NAAWLI in a planned two-part series. Insights Executive Producer, Rochelle Brown, interviewed Board Directors Hattie Hill and Arlivia Gamble; Acting Administrator Faye Siggers and 2007 Fellows Stephanie Blakely, Donna Patterson and Session II program consultant Dr. Sam Smiley along with a Public Affairs representative from State Farm Insurance.
  - **Texas Instruments Luncheon** - Coordinated by '07 Fellow Dee Hunter with 47 African-American mid-management and senior level executive guests.
  - **CSX INCLUSION SPOTLIGHT on NAAWLI** - Sponsored by Board Treasurer Kathy Wilson and '07 Fellow Christina Stallings. NAAWLI’s CSX Fellows and candidates were featured on the CSX website with quotes by VP and Controller Carolyn Sizemore expressing pride in their involvement in NAAWLI and their volunteer leadership of their community projects.
  - **State Farm Appreciation Luncheon** - Coordinated by Board members Arlivia Gamble, Hattie Hill, and Celeste Allen with the support of several Bloomington Fellows. Director Lillian Holt flew in to represent the Board and show support. The prestigious, custom designed NAAWLI Bell was presented to Executive Senior Vice President Barbara Cowden in October 2007 at the corporate office.

- **State Farm NewsHub in October 2007** – Article was featured with photos of the Appreciation Luncheon guests sharing highlights about the State Farm Fellows and quotes about the value of NAAWLI.
- Success of the Institute Leadership Development Program was measured in the following ways:
  - Session Evaluations
    - 2007 Evaluations were outstanding in all categories.
  - Recruitment of new sponsors
    - Merrill Lynch was recruited by Hattie Hill and expressed interest in the 2008 Program
    - Bell Helicopter was recruited by Hattie Hill for a 2008 candidate
    - Potential new sponsors included: McDonald's, Aramark and Susan G. Komen Foundation
    - Several individual contributions were made due to the positive publicity we received.
    - The 2007 Fellows made financial commitments as a group following their graduation.
  - Contract and budget administration
    - 2007 fee and tuition income exceeded previous years
  - Revenue streams generated by workshops
    - There were no workshops in 2007.
  - Achievement of class size goals
    - 2008 – goal 20 Fellows
      - 21 applications were submitted in 2007 for 2008 class
    - 2009 - goal 25 Fellows
    - 2010 - goal 30 Fellows
- A Three Year Plan was developed by the Curriculum Committee Leadership Program, including, but not limited to the following enhancements to the program:
  - Ad hoc members were added to each sub-committee
    - Dee Hunter, '07 Fellow, Texas Instruments – Community Projects
    - Donna Patterson, '07 Fellow, Dell, Inc. – Curriculum Committee
    - Beverly Wright, '07 Fellow, IBM – Curriculum Committee
  - Decision was made to begin to move one session to a remote location beginning in 2010.
    - Atlanta would be the first remote site in 2010 for one of the sessions.
    - Washington would be added for a second session in 2011.

## **“DISCOVERY LEADERSHIP”**

Session I – January 2007

**SESSION DESCRIPTION:** Fellows completed a general program introduction and orientation, group and team building activities, visited selected non-profit organizations that started out as a community project, and refined community projects with the assistance of Board Mentors. Using a highly quantitative and qualitative approach, the Gallup “Talent to Lead” program was designed to help fellows discover their leadership talents and explore how to use them in community service and for maximum personal and professional development.

### **OBJECTIVES:**

- To provide history of NAAWLI and introduction to Board of Directors
- To establish a warm and safe environment to openly express challenges and insecurities in preparation for growth and development
- To begin building healthy relationships between fellows and Board members
- To help fellows discover personal leadership strengths and ways to maximize them
- To establish guidelines and expectations for the community leadership projects
- To identify class historian and scribe
- To stimulate interaction with community leaders and board members

**ESTMATED BUDGET: \$33,000**

### **SPONSORS:**

- State Farm Insurance Companies
- Dell, Inc
- Hattie Hill Enterprises, Inc.

### **SPEAKERS/PRESENTATIONS/WORKSHOPS:**

- President and Founder of NAAWLI – “Leadership & Legacy” Interview
- Dr. Ollie Malone, President, Olive Tree Associates – “Innovative Thinking”
- Faye Fleming, CEO, Business Performance Co – “Staying Unstuck: Strategies for Success”
- Gallup Institute Consultants, Zulma Barrios & “Talent to Lead” – Zulma Barrios
- NAAWLI Board Panel – “A Conversation on Leadership”
- City Council members: Maxine Thornton Reese, Mayor Pro Tem Donald Hill, Dr. Beverly Mitchell
- Thelma Wells, A Woman of God Ministries – “Spiritual Leadership”

### **TOURS:**

- African American Museum
- The Women’s Museum

### **TEAM & COMPETENCY BUILDING ACTIVITIES:**

- Circle of Friends exercise
- Asset Mapping Exercise – Dr. Barbara Darby

### **EVENING ACTIVITIES:**

Dinner Out with the Board – “Making a Leadership Connection”  
Final Night Dinner – Thelma Wells, Keynote  
Free Night

## **“BUILDING LEADERSHIP CAPACITY” Session II – March**

**SESSION DESCRIPTION:** “Building Leadership Capacity” was an intensive five-day program focused on continuing the process of discovery and fulfillment of potential. Professional consultants explored with the class concepts of authentic and ethical leadership, political savvy and media training. Fellows had an opportunity to interact with local non-profit and corporate leaders who successfully exhibited the desired skills.

**BUDGET: \$30, 000**

### **OBJECTIVES:**

Through a variety of experiential activities, exercises, and presentations, participants will:

- Strengthen communication skills and build new insights about the link between effective relationship building and the quality of the communication tools they possess.
- Identify the dimensions of ethical leadership and examine their import for personal professional practice.
- Gain understanding of the difference between ethical and authentic leadership and develop a tool box of skills and strategies that can be transferred to various areas of endeavor and result in “high impact” leadership.
- Discuss issues & challenges common to the African American Experience within the professional milieu; define solutions including how to exercise influence, develop political savvy, nullify stereotypes and experience success.
- Continue to develop a sense of community among class members through team building activities.
- Continue to shape and refine the community leadership project.

### **COMPETENCIES/TOOLS:**

- Communication
- Authentic leadership
- Self-awareness
- Integrity and Influence
- Problem-Solving
- Kolbe Index A

### **SPEAKERS:**

- Dr. Sam Smiley, consultant and writer specializing in leadership training, communications and team development
- Dr. Suzanne Peterson, author, professor, speaker on ethical leadership
- Dr. Beverly Mitchell-Brooks, Urban League, speaker, author
- HHE Consultants – Hattie Hill Enterprises, Inc.
- Helen Giddings, State Legislator
- Marilyn Johnson, Vice President, IBM

### **TOURS:**

- The Potter’s House
- The Buckner Foundation

### **ONE DAY WORKSHOPS:**

- “Challenges and Solutions: African-American Experiences for Women Leaders”– Hattie Hill Enterprises, Inc.
- “Effective Communication & Relationship Building” – Dr. Sam Smiley
- “Authentic and Ethical Leadership” – Dr. Suzanne Peterson

**COMPETENCY BUILDING EXERCISES:**

- SMILEY SESSION - Kolbe Index A Self – Assessment for approaches to measure instinctive approaches to work and problem-solving and associated stress.
- SMILEY SESSION - 4-minute Presentations on their community service project, something work related or about which they are passionate.

**EVENING ACTIVITIES:** (3 nights out; 2 nights in hotel)

- Marriott Dinner Plans:
  - First Night - Dr. Smiley, guest
  - Final Night Dinner – Marilyn Jones, VP IBM, keynote
- Dinner outside hotel ideas:
  - A “Soul Food” Night – Ms Mary’s Southern Cuisine
  - Night out on their own!

## **INTEGRATE LEARNING and COMMIT TO ACTION**

### **Session III – June**

#### **SESSION DESCRIPTION:**

Fellows experienced three final segments: “The Personal Touch,” “The Finishing Touch,” and “The Final Touch.” Fellows spent time putting finishing touches on their professional image and going on a shopping experience using their customized profile. The following day a consultant provided training on how to handle multi-media interviews, developing a newsworthy focus for the community leadership projects, developing press releases and coordinating a press conference. During the Personal Touch sessions fellows spent time learning ways to differentiate themselves among their peers. The final touch provided inspiration and encouragement to take care of the emotional, physical and spiritual self. Graduation was the culminating event. Fellows closed out the year’s developmental program by providing highlights of their NAAWLI experience and community leadership projects to special guests, sponsors and public.

**ESTIMATED BUDGET: Estimated \$20,000**

#### **OBJECTIVES:**

- To put finishing touches on the leadership development program
- To demonstrate the value of a polished, leadership image
- To provide ways to differentiate and stand out as a leader
- To put the finishing touch on community projects
- To provide media training basics
- To recognize each fellow and provide a quality graduation experience
- To provide a forum for fellows to demonstrate the essential behaviors associated with the leadership training received during their NAAWLI Fellowship experience

#### **SPONSORS:**

- State Farm Insurance Companies
- Dell, Inc.
- Hattie Hill Enterprises, Inc.
- Macy’s Department Store – Room & 10% discount for shopping excursion
- “Sisters” of State Farm Insurance:
  - Arlivia Gamble – sponsored a Speaker and Fellows’ Plaques
  - Celeste Allen, Lillian Holt , Rhonda Stallworth-Moutry – donated Custom designed Pens

#### **SPEAKERS/PRESENTATIONS/WORKSHOPS:**

- Ramona Logan, Image Consultant, Image Advantage – “Give Yourself a Promotion: Dress for Success” & Multi-Media Training Session
- Terrie Williams, Author & Pres., Terrie Williams Agency – “The Personal Touch” and “Protecting and Enhancing Your Physical & Emotional Health”
- Barbara Tolliver-Haskins, President NAAWLI – “The NAAWLI Experience”
- Retired Major General Mary Saunders, Texas Woman’s University Leadership Institute – Keynote Speaker for Graduation – “Leadership: Leaving a Legacy”

#### **TOURS/ACTIVITIES:**

- Macy’s Dept Store – Shopping Excursion
- Photo Shoot - Dave Brannon, Photographer

**TEAMBUILDING ACTIVITY:**

- Evening Sessions – Fellows work together on their final presentations.

**COMPETENCY BUILDING EXERCISES:**

- Professional Image Development
  - Wardrobe building according to work environments & culture
  - Makeup & Hair Makeovers
  - Packing for business travel
  - Camera ready wardrobes
- Media Training
  - Press Release writing
  - Interviewing skills & expectations
  - Photographs for articles
  - Successful Press Conferences
- Work/Life Balance
  - Emotional health
  - Physical health

## **2007 COMMUNITY PROJECTS**

**Veronica Aboyer –**

**Angela Blair –**

**Stephanie Blakely –**

**Wendy Graham –**

**D'Audrey Hunter –**

**Donna Lane –**

**Twila Mouttet –**

**Donna Patterson –**

**Tourea Robinson –**

**DeLisa Rodney –**

**Faye Siggers –**

**Thomasina Skipper –**

**Christina Stallings –**

**Karen Winsley –**

**Artenience Woods –**

**Beverly Alridge Wright –**

