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LEADERSHIP TIP OF THE MONTH

OPPORTUNITY FOR CHANGE

Many have stated that there's always something good that comes from the challenges we face together as a group. We've definitely had the opportunity to see that saying come to life over the last few days, weeks and months. Disasters beyond anyone's control have struck the lives of so many; leaving men, women and children of all ages and walks of life helpless and devastated over unimaginable losses. During times of devastation, people who would otherwise care only about themselves, realize a heart of compassion and a new yearning to love and give unconditionally regardless of color, culture or creed. Oh, if only that temporary mindset could be bottled and released in the workplace after things get back to normal! Well, it can. Let's talk about a few ways to turn the devastation into a catalyst for positive change in the workplace.

1. Give, give and give some more! As a leader, give your time, talent and resources in helping your employees during times of disaster. Demonstrate to your employees that regardless of differences, they matter and you are willing to

go the extra mile for them and their families. Heart-felt loyalty is earned and is the greatest compliment a leader can receive.

2. Relax the rules! – Policies and procedures are necessary for maintaining managerial control and getting the job done. However, contingency plans are many times “a wash” when devastation and disaster strikes the masses. Then common sense and taking care of your people becomes the paramount plan. Also note that it's during these times that true leaders rise from among the ranks! Watch for them!

3. Regroup Together – As a leader, be the voice of encouragement and objectivity for your employees. Seek out solutions to problems, involve others in a recovery plan and appreciate the input from everyone. Remember, during times of duress, no one has all the answers or are able to think clearly in every area. Remember, people that work and bond together on a common cause will generally stay connected afterwards, hence, the heart connections and positive change!

The L & D Series is now on Facebook!

Join Janet and Dr. Coop as they discuss various topics on leadership, diversity and inclusion.

Click the link below to see the introductory [video!](#)



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ASK DR. COOP

Diversity Doodles & Aha's

Situation: Oh my gosh! It's a protest! People are lined up along the sidewalk in front of your company's main building. Picket signs read, "Equal treatment for all!" The crowd continues to grow and you see media getting out of their cars and making their way to the front door. All the ingredients for a bad day are clear and visible. What should you do as a diversity leader at your company? Who should you speak with first? Next?

Thought: If you didn't know there was enough tension at your company to result in a protest, then you may have already missed the boat to gain a peaceful remedy to the problem. Nonetheless, you need to act quickly and strategically to get ahead of the day's events. It is important to show concern and to accept a leadership role in the communication processes. Be prepared to make short and concise statements that do not make promises or give away resources you don't control.

Suggestion: Speak to your supervisor first to get her/his perspective on the situation. Ask for time to speak with leadership of the protesting group as

well and report back anything of an urgent nature. Find out what the media knows about the situation and be ready for impromptu attacks or requests for the position of your company. Remember to not "wear" the urgency of those protesting, but try to ensure they believe you are connected to their concerns. Communicate action steps that bring opposing parties together. Ask for time to prepare for those meetings.

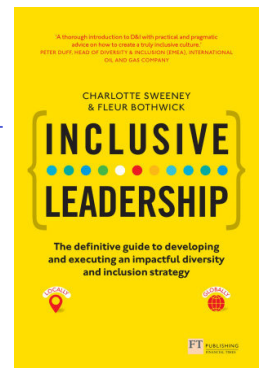
Ken Coopwood, PhD
Follow Dr. Coop at @askdrcoop

CONNECTIONS

BOOK HIGHLIGHT

[Inclusive Leadership:
The Definitive Guide to
Developing and Executing an
Impactful Diversity and I
nclusion Strategy: - Locally
and Globally](#)

Written by: Charlotte Sweeney &
Fleur Bothwick



DAY IN THE LIFE OF SUPERVISION

You walk into the breakroom and overhear two employees talking about how angry Jordon was for not being selected as team lead on a project you manager. Not noticing you in the room, the employees go to say that the selection was unfair and management missed the opportunity to diversify the team and improve moral. The next day, human resources sends a message advising that Jordon filed a discrimination complaint for not being selected as team lead on a project. Think about the actions you would take to address and resolve this issue before it escalates to the next level.

How would you handle this situation?

**WOULD YOU LIKE TO
HAVE YOUR
SCENARIO
FEATURED IN THE
NEXT NEWSLETTER?**

**SUBMIT YOUR
SCENARIO TO US!**

Email jford@lwpap.com
Subject: ' DAY IN THE LIFE'

CONTACT

Leadership with Purpose and Passion was launched to address the need for practical and effective leadership in today's workplace. The lack of effective leadership has led to rapid employee turnover, increased absences, rising health issues, increased overtime pay and customer dissatisfaction. All these issues have a direct impact on your organizations performance, productivity and profits. LWPAP provides unique coaching/training services for management teams in small to medium size organizations with 10 to 1000 employees seeking help with workplace issues. Our services are available to both profit and nonprofit organizations and are specifically designed to meet the needs of our customer.

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LWPAP NEWSLETTER



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