

# Leading with Impact: Your Ripple Effect

**2014**  
**Schedule:**  
**Sept 17-19**  
**Oct 29-31**  
**8:30-5:00**

**Emergency Numbers**  
**Area Code: 607**

**387-9333 - Lodge**

**279-4532 - Roxi**

**738-5797 - Sue**

Dear Roxi,

Welcome to Leading with Impact: Your Ripple Effect. We are delighted you are able to attend.

We are about to begin an exciting journey together that we believe will be of great use to you personally, to your teams, and to Racker Centers. The stronger and better equipped our leaders are, the stronger our organization!

Please read the following information **CAREFULLY** because there is pre-work with deadlines required to participate.

## THE THINGS YOU NEED TO KNOW & DO BEFORE SEPTEMBER 17TH



1. We are using 2 instruments in the course - the Myers-Briggs Type Indicator and Everything DiSC 363<sup>®</sup> for Leaders, feedback tool.

**BELOW are the INSTRUCTIONS and DEADLINES.**

2. All 6 days will take place at [Highland Lodge Center](#) in Trumansburg, NY and directions are on the web site - just click above link.

3. Dress code is CASUAL, not business casual, but jeans and sneakers casual. We want you to be comfortable, so wear whatever is really comfortable for you other than perhaps PJs!



4. Day ONE: we will spend the A.M. at Highland Lodge and the P.M. at the [Cayuga Nature Center](#) and you will leave from there. We will be doing low ropes group activities (low to the ground!) in which everyone can participate, no matter your fitness or ability. You will have to sign a release form for CNC and we will have it for you in the morning. There will be no time for the high ropes. Some of you are sad and some happy about that I expect. **DRESS for the weather outside that day and wear STURDY BOOTS OR SHOES.**

5. If anyone needs to carpool, let Sue know and she will send your message out to the group for you all to work it out together.

6. We have breaks during the day and we have a 30 minute lunch somewhere between 12-1.

7. We have WiFi. Cell phones work fine and we have a land line.

8. You will receive your Participant materials in a binder on Day 1 for Days 1-3 and on Day 4 for days 4-6.

9. Your facilitators for your interactive, experiential, intense, fun, and memorable 6 days are Roxi Bahar Hewertson and Sue Budney.

See you in September!

*Roxi and Sue*

## MBTI AND 360 INSTRUCTIONS & DEADLINES

### **Myers-Briggs Type Indicator (MBTI)** **DEADLINE TO COMPLETE: BY SEPTEMBER 10, 2014**

1. Using your web browser, go to this link: [TAKE MBTI](#)
2. You will then be prompted to enter a LOGIN and PASSWORD.  
Login: HCG  
Password: takembti  
You should leave the User ID field blank.
3. Under the "Pick an Assessment" heading, click on the "BEGIN" button next to [MBTI Step II \(Form Q\)](#). SELECT ONLY THIS ONE.
4. Take a couple minutes to submit your demographic data. This is for anonymous research purposes only - your name is not kept on file. It will take you about 15-20 minutes to complete your MBTI. Submit it only once.
5. When filling it out, please give your first impression answer - DO NOT ponder it or answer it the way you think you "should." There are no right or wrong answers or any that are "better" than any other. We want to provide you with an accurate result of what you actually prefer. You may find yourself saying, "well it depends." In that case, pick the choice that is MOST like you.

### **Everything DiSC® 363° for Leaders**

[Click Here for all your 363° information...](#)

This normally takes you right to the information page. If you are prompted for a password, enter all lower case: **hereiam**

- **Letter to your Raters - template**
- **Rater Sheet**
- **363° Sample Report**
- **Self-Study Guide for 363°**

**DEADLINES:**  
**BY AUGUST 13 = COMPLETE & SEND IN RATER SHEET**  
**BY AUGUST 25 = YOU & YOUR RATERS' DEADLINE TO**  
**COMPLETE YOUR INPUT ON LINE**

**IMPORTANT:** To receive your data YOU must complete your SELF report. So do this right away. Also, note, if your Direct Report or Peer raters' responses are fewer than 2 people, their data will be tabulated in the "Other" category. Only your responses and your supervisor's responses will be identifiable.

If you have no direct reports, that's ok. If you don't think you have "peers," choose colleagues and/or internal customers who know you well.

Please do your best to select at least 15 people who can speak about perceptions of your current leadership approaches and style. Do not pick only people who adore you or you will receive only adorable data vs. well rounded data! Go for as wide a mix as you can with people who experience you in different contexts.

Any questions you have about either instrument should be addressed to:

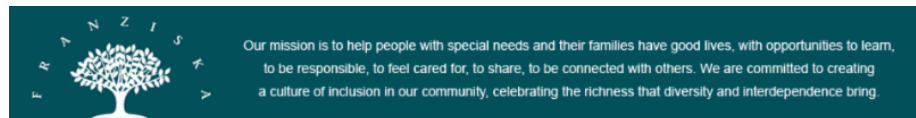
[roxi@highlandconsultinggroupinc.com](mailto:roxi@highlandconsultinggroupinc.com)



### Join Our Mailing List!

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[AskRoxi Web Site](#)



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