

# Leading with Impact: Your Ripple Effect

**2014  
Schedule:  
April 16-18  
June 4-6  
8:30-5:00**

Emergency Numbers  
Area Code: 607

387-9333 - Lodge

279-4532 - Roxi

279-4531 - George

Dear Roxi,

Welcome to this year's Leading with Impact: Your Ripple Effect. Over 40 leaders applied. 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 organization, and to our community. The stronger and better equipped our non-profit leaders are, the stronger our community! In fact nearly 85% of the cost for you to attend is sponsored by local donors who believe we all need to "lead like it matters - because it does!"

## TEN THINGS YOU NEED TO KNOW BEFORE APRIL 16TH



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 me know and I will send your message out to the group for you all to work it out.

6. On the first day, we'll discuss if the planned hours work for the group. Currently we have a continental breakfast planned for 8:30 with a hard start of the course at 9:00 and ending at 5:00. All is negotiable as long as we have enough time for what we're there to do - learn and have fun doing it!

7. We have breaks during the day and we have lunch between 12-1. This is usually a 30-45 minute lunch.

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

9. You will receive your Participant materials in a binder on Day 1 for Days 1-3 and on Day 4 for days 4-6. There will be work for you to do during the 6 week intermission. For those of you who would like a 6-Day AGENDA ahead of time, just [CLICK HERE](#). You need to be aware that things may shift and flex and even change somewhat, but this is pretty close.

10. Your facilitators for your interactive, experiential, intense, fun, and memorable 6 days are Roxi Bahar Hewertson and George Hewertson.

See you in April!!

*Roxi*

Roxi Hewertson

## MBTI AND 360 INSTRUCTIONS & DEADLINES

### **Myers-Briggs Type Indicator (MBTI)** **DEADLINE TO COMPLETE: BY APRIL 1, 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 MARCH 11 = COMPLETE & SEND IN RATER SHEET**  
**BY MARCH 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 supervisor, that's ok. If you have no direct reports, that's ok. If you report to a Board, that's ok - just check with your Board Chair to decide how to categorize that person and any Board Members you choose. 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!**

**Highland Consulting Group, Inc.**  
 5176 Indian Fort Road  
 Trumansburg, New York  
 14886  
 (607) 387-9333



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[AskRoxi Web Site](#)



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