

Leadership Connections

The Newsletter of Leadership Fairfax

Winter 2007
www.leadershipfairfax.org

▼ Make a Date with LFI

- March 1: LFI Board of Directors Meeting
- March 14: 2007 Board of Supervisors Breakfast
- March 27: Recruiting Preview for 2008 Class
- April 11: Recruiting Preview for 2008 Class
- April 17: Recruiting Preview for 2008 Class
- April 28: Alumni Community Project Day
- May 21: 7th Annual ELI/LFI Golf Tournament
- June 7: Joint Outgoing and Incoming Board Meeting
- June 14: Graduation Ceremony and Commencement Dinner

*Don't forget to check the LFI Web site for upcoming events and event updates.

True Leaders Choose Vision Over Anxiety Relief

By Ian Cook, LFI '04

All leaders have a **vision**, right? Oh yes, it's in all the management books. But a true test of leadership is not in having a vision. It's in holding on to your vision in the face of resisters, doubters, "nay sayers"...and your own self-doubts.

The question on your followers' minds is, "Are you taking us anywhere?" That's what they really want. They long for the hope and the excitement of the new.

But once you share your carefully crafted and passionately held vision and start leading your staff and stakeholders down the road to it, things start to get tough. Many of your people discover they want the vision but not the discomfort and anxiety of doing things differently.

This push back from others brings you, the leader, face-to-face with your own insecurities, your own internal deep "programming." Doubts begin to bubble up:

"Is this, in fact, a bad idea?"

"Am I missing something that everyone else seems to see so clearly?"

"Who am I to tell them I'm right and they're wrong?"

"If I screw up on this, no one will like me, no one will value me, no one will hire me."



Ian Cook, chair,
LFI Program Committee

Many of your people discover they want the vision but not the discomfort and anxiety of doing things differently.

"I'm so tired of staying positive and fighting the resistance."

"Maybe our current reality isn't so bad after all."

This is your own *anxiety* talking. It comes with the territory when you, a leader, decide to create something significant. You rapidly reach the *leader's choice point*:

Do I...

- (1) Hold to my vision, or
- (2) Give up and return to the safety of current reality?

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LFI Announces Verizon as 2007 Golf Tournament Sponsor

LFI is pleased to announce that Verizon Communications is the tournament sponsor for its annual LFI/ELI golf tournament, 2007 Links for Leadership on May 21. Proceeds from the tournament benefit Leadership Fairfax's scholarship fund.

"Verizon's sponsorship of this event reflects our company's long-standing tradition of investing in the communities we serve," said Doug Brammer, area manager for Verizon Virginia. "We support Leadership Fairfax's mission to strengthen the community, and we look forward to continuing our partnership with this organization."

"I am excited about our new 2007 venue at Hidden Creek Country Club in Reston," said Brian Hajost, LFI '06 and chair of the Golf Committee. "Hidden Creek is an 18-Hole, par 71 championship golf course designed by Ed Ault and both accomplished golfers and beginners will find the golf course challenging and

"We support Leadership Fairfax's mission to strengthen the community, and we look forward to continuing our partnership with this organization."

**Doug Brammer, LFI '06
Area Manager, Verizon Virginia**

exciting. We also have some great sponsorship opportunities including an exclusive Reception Sponsor, an exclusive Lunch Sponsor, hole sponsorships and sponsorships for our various golf contests (longest drive, closest to the pin and putting). Our goal is to break last year's golf participation levels. So come and join us for a great event and a great day of golf."

If you are interested in learning more about the benefits of sponsoring, please contact Kelly Nolan at 703-752-7553 or knolan@leadershipfairfax.org.

True Leader, from page 1

It is very tempting to opt for choice #2. The immediate payoff, of course, is that your anxiety dissolves and you feel a wonderful release from tension. But to the true leader in community service, this choice isn't about his/her own level of anxiety. It's bigger than him/her. It is about the goal-maximizing your contribution to the community.

So, when you come to your choice point, remind yourself and others—about why you are pursuing this vision. Get back in touch with what really matters to you—not simply cloning last year but rather building on it to create something even better.

Ian Cook, LFI '04 chairs the LFI Program Committee. His firm, Fulcrum Associates Inc., helps managers build strong teams and get more from their employees through modern leadership approaches. This and other articles, as well as reviews of key books for managers, are available at <http://www.888fulcrum.com>.



The Leadership Connections newsletter is produced by Leadership Fairfax.

Leadership Fairfax's (LFI) mission is to develop, connect and inspire leaders to strengthen our communities.

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Design: EWM Design

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Introducing the 2007 Classes!

LFI Signature Class

Ken Allen, American Council

for Technology/Industry
Advisory Council

David Baroody, Commerce Bank

Judy Barral, George Mason
University

Robert Bermingham, Fairfax
County Government

John Caussin, Fairfax County
Fire & Rescue Department

Kellye Clarke, Shreves, Schudel,
DeVol, Saunders, Jackson, Clarke
& Parello



Ina Fernandez, LFI '07 and
Marsha Senack, LFI '07.

Dick Craig, Cochran & Owen LLC

Lisa D'Ambrosio-Irons, Virginia
Commerce Bank

Juani Diaz, Fairfax County
Department of Family Services

Babs Doherty, Eagle Ray Inc.

David Ellis, Fairfax County
Government

Eileen Ellsworth, Northern Virginia
Community Foundation

Anne Ferguson, Online Resources
Corporation

Ina Fernandez, Fairfax County
Office for Women

Marc Frediani, Deloitte

Fabiana Gaitan, ExxonMobil

Lisa Huffman, Fairfax County
Chamber of Commerce

Susan Garvey, Best Buddies
Virginia

Pat Harden, Flint Hill School

Dave Haug, Ernst & Young

Ary Hernandez, Ulti-Max Travel LLC

Kristen Ittig, Holland & Knight LLP

Deborah Jackson, Fairfax County
Public Schools

Andy Klaff, Grubb & Ellis

Jane Kolb, Freddie Mac

Dayna Kuhar, Inova Health System
Foundation

Laura Livingston, American
Society of Clinical Oncology

Bill Loan, Fairfax County Office
of the Sheriff

Amy Lubas, Fairfax County
Police Department

Jan Maguire, Navy Federal
Credit Union

Todd McGovern, Inova Fair Oaks
Hospital

Gwenn Minton, The Bryan Group

Mel Murphy, Institute for
Partnership Solutions

Chris Poleto, Fair Oaks Mall

Bill Porter, Blankingship & Keith PC

Jean Price, SRA International

Drew Ryan, Booz Allen Hamilton

Susan Sanow, Center for Nonprofit
Advancement

Marsha Senack, Ad-centive
Marketing

Kim Shanahan, Korn/Ferry
International

Turnell Sims Jr., Fairfax County
Public Schools

Laura Small, Langley Residential
Support Services

Jen Sterling, Hinge Inc.

Paul Thornton, Fairfax County
Police Department

Debbie Vanderbeek, American
Red Cross of the NCA

Rhonda VanLowe, Rolls-Royce
North America Inc.

Grace Wolf, Council for the Arts
of Herndon

Martin Wright, Project
Performance Corporation



Jessica Hartz, ELI '07 and
William Garrett, ELI '07.

Emerging Leaders Institute

Lisa Anderson-Gates, Langley
Residential Support Services

Sally Angle, Online Resources
Corporation

Katie Boyle, Fairfax County
Office of the County Executive

Kristin Buckley, Booz Allen
Hamilton

Kasey Card, Project Performance
Corporation

Sharon Chen, Freddie Mac

Brett Coffee, Computer Systems
Center Inc.

Jeff Cohen, Womble Carlyle
Sandridge & Rice PLLC

Brian Creswick, Project
Performance Corporation

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Emerging Leaders, from page 3

Arsenio DeGuzman, Fairfax County Government/ Administration for Human Resources

Ann Deming, Project Performance Corporation

Amanda Dosch, Project Performance Corporation

Daniel Figueroa, The Peterson Companies

William Garrett, Fairfax County Fire & Rescue Department

Laurie Gilbreath, Northrop Grumman

Jessica Hartz, Council for the Arts of Herndon

Pam Hoover, Northrop Grumman

Kevin James, Lockheed Martin

Reneé Kirkpatrick, Greater Reston Chamber of Commerce

Trung Lai, Booz Allen Hamilton

Ellen Lee, Chevy Chase Bank

Jim Maloney, Deloitte

Kelly McBride, The Staubach Company

Pat Miller, Navy Federal Credit Union

Billie Nicolotti, Myers Public Relations

Brent Prather, Booz Allen Hamilton

Eli Rejeili, Fairfax County Sheriff's Office

Pouya Safa, FGM Inc.

Chris Scott, M&T Bank

Jessica Sedgwick, Project Performance Corporation

Kathleen Sefchick, Fairfax County Police Department

Scott Smith, Ernst & Young

Aimee Stratton, PricewaterhouseCoopers

Leslie Williams, Center for Innovative Technology

Former CIA Director Jim Woolsey Speaks to ELI 2007 Class on "Energy, Security and the Long War of the 21st Century"

Former CIA director Jim Woolsey (1993-1995) and Booz Allen Hamilton vice president spoke to Leadership Fairfax's Emerging Leaders Institute (ELI) Class of 2007 at a recent presen-

ments and ideologies that drive it. His presentation to the students focused on how the United States needs to become energy independent by replacing oil with alternative energy sources.

He also spoke about his most recent article in *The Wall Street Journal* called "Gentlemen, Start Your Plug-Ins."

This year's ELI program will focus on strategic planning, networking and business etiquette, negotiation and working effectively with others, presentation skills and community stewardship. In addition to leadership skills training, the class is working on the following communi-



Former CIA Director Jim Woolsey speaks to ELI 2007 class.

tation held at George Mason University in Fairfax. Woolsey is co-chair of the Committee on Present Danger, a nonprofit organization dedicated to protecting and expanding democracy by winning the global war against terrorism and the move-

ty service projects: Brain Injury Services, ADAPT Clubhouse Renovation; Alternative House, Thrift Store Feasibility Project; Reston Interfaith, Embry Rucker Community Shelter Life Skills Program; CrisisLink, Community Outreach & Awareness Building and New Hope Housing, Elementary School Education Pilot Project.



LFI '07 class members look ahead to the trends impacting our community through a changing demographic.

The Game of LIFE: Senior Edition

The December Team in the LFI Signature Program Class of 2007 studied the challenges that are posed by a rapidly aging population in Fairfax County. They examined the issues and some solutions through a variety of speakers, workshops and interactive activities. Some interesting facts that they discovered in their research included:

- The median age of Fairfax County residents has increased by more than 12 years since 1970, to nearly 38 years old
- Since 1995, the County has experienced a net out-migration of seniors between the ages of 65 to 84 and a net in-migration of seniors who are age 85 and older
- The number of County residents age 65 and older increased six fold between 1970 and 2004
- 22.8 percent of seniors aged

75 to 84 have at least one disabling condition; 12.4 percent of seniors over the age of 85 have at least one disabling condition

The team's goal for the program day was to help everyone understand both the complex realities of being a senior in Fairfax County and to introduce some of services the County has available to help both seniors and caregivers. With "Scavenger Hunt: What's it Really Like," they took participants on a tour of three senior centers: Herndon Harbor House, Pimmit Hills Center and James Lee Center. They also played "Nonprofit Jeopardy" and introduced program attendees to some of the local nonprofits that work with seniors everyday. The featured nonprofits included The Shepherd Center of Vienna, Meals on Wheels and Capital Hospice.

LFI Seeks Applicants for its 20th Anniversary Classes of 2008

LFI is seeking candidates for its two leadership programs—the Leadership Fairfax Signature Program and the Emerging Leaders Institute. Interested candidates can attend a recruiting preview to learn more about LFI's programs. Upcoming recruiting preview dates, times and locations are as follows:

- **Tuesday, March 27** from 5:30 to 7 p.m. at The Tower Club, 8000 Towers Crescent Dr., Suite 1700, Vienna, VA 22182
- **Wednesday, April 11** from 5:30 to 7 p.m. at Inova Fairfax Hospital, 3300 Gallows Rd., Falls Church, VA 22042
- **Tuesday, April 17** from 7:30 to 9 a.m. at Greater Reston Chamber of Commerce, 1763 Fountain Dr., Reston, VA 20190

The programs are open to individuals who live or work in Northern Virginia. LFI selects participants each year from the business, government, education and nonprofit sectors of the Northern Virginia area. The application deadline for both the Leadership Fairfax Signature Program and the Emerging Leaders Institute is May 1, 2007. Applications are available on LFI's Web site or by calling the LFI office at 703-752-7557.

Hinge To Develop LFI's 20th Anniversary Logo

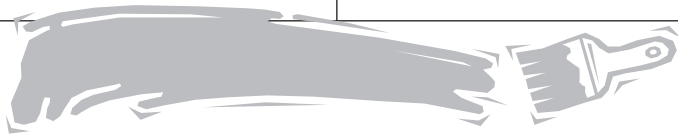
Jen Sterling, LFI '07 and president of Hinge has offered to create a logo to mark Leadership Fairfax's 20th anniversary. The logo will be used on LFI's stationery and other marketing collateral starting in June.

Hinge is northern Virginia's professional services branding firm. They specialize in creating memorable brands that help a firm build and then leverage its leadership position. Client industries include IT, finance and HR consulting, engineering, architecture, accounting and law. For more information on Hinge, visit www.pivotalbrands.com.



Doug McDonald Honored by Lead Virginia

Lead Virginia recently honored LFI board member Doug McDonald, LFI '98. Doug serves as General Counsel to not only LFI but also to Lead Virginia. He has been a generous asset to Lead Virginia during its foundational years with his expertise in organizational and structural documentation.



Volunteers Are Needed for Spring Community Outreach Project!

The Alumni committee needs volunteers for its spring project benefiting Community Residences on Saturday, April 28 from 9:00 a.m. to 1:00 p.m. The project will involve a makeover of an adult home for the mentally retarded located in Springfield. If you like to sand, paint and do yard work then this project is for you. Put on your jeans, sweatshirts and sneakers and come for a fun day working with your fellow

LFIers and ELLers and know that you are helping make this home a better place to live for such deserving people. The committee is asking volunteers to donate \$10, which will help pay for refreshments. Can't volunteer? Please consider making a donation that will go towards buying supplies. For more information on the event or to volunteer, please call Marc Greenberg at 703-842-2320 or MGreenberg@comres.org.

Announcing Our New Office Manager

We are pleased to introduce Frances Ellis, our new office manager and executive assistant, who came on board in January. Frances is the former director of the Data Center for the Airline Tariff Publishing Company, which means she is one of the few people who really understands airline tickets and their pricing structure! She holds a bachelor's in computer science and has completed course requirements for a master's in business administration. Frances has some great credentials that we know will serve LFI well. Welcome Frances!

Alumni Enjoys GMU Patriots Basketball Game, January 13

LFI Board Chair
Rodney Lusk,
LFI '99 and
daughter Sheridan.



Above, Jeanine Callahan LFI '99 and Colin Callahan, LFI '04 with son Jordan.

Below, JMU grad Dan Jackson, LFI '01 sits amid Patriots fans as his alma mater takes on George Mason.



The Patriots burned up the court and won the game against James Madison University.



Cheri Combs, LFI '05 and Nimish Thacker, ELI '06 cheer on the Patriots.



Bob Horne and LFI CEO Susan Horne share a laugh.

Alumni Buzz

Laurie Moret, LFI '04 joined Korn/Ferry International's office in Washington, D.C. as senior client partner for leadership development solutions.

Darcie Davis, LFI '02 joined Pillsbury, Winthrop, Shaw and Pittman LLP as its new business development director.

Mark Searle, LFI '96, an enterprise consultant for EDS U.S. Government, received the Outstanding Mentor of the Year Award from the Virginia Mentoring Partnership. Mark is a mentor through FACETS.

Brian Hajost, LFI '06 joined Cryptek as its executive vice president for corporate development.

Congratulations to **Brad Hill, ELI '03** and Wendy Hill for the birth of their new baby girl Clara Shea Hill who was born on January 9. And congratulations to **Wayne Hill, LFI '99** and **Weefie Hill, LFI '00** on their new granddaughter. To see the birth announcement, visit www.hillofasite.com.

David Boddie, LFI '99 will be a judge of the 2007 Small Business Week Awards competition for U.S. Small Business Administration Region III. Tapped by SBA's Washington Metropolitan Area District Office, Boddie will serve as one of nine judges from eight Mid Atlantic states and the District of Columbia to evaluate and select the region's top small businesses and advocates.

Dave Gerber, LFI '05 recently published his new book, *Life Without Conflict: Introduction to a Winning Life*. Dave, and co-author Pamela Leech, provide a succinct and valuable guide to conflict that can help someone increase their personal and professional potential.

The *Virginia Business* magazine listed **Carol Schrier-Polak, LFI '99** as one of the 2007 Best Lawyers of America in its 2006 Legal Elite edition. Carol is a partner at the law firm Bean, Kinney & Korman.

Eileen Filler-Corn, LFI '01 joined Albers and Company, a government relations firm, as its new government relations director.

Booz | Allen | Hamilton

Deloitte.

verizon

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