

The LeadChange Revolution



Instigating a Global Movement for
Character-Based Leadership!

Feel Free to Share!

We want this work to reach anyone interested in LeadChange... to fuel a movement of leaders!
You are invited to share this e-book with others as long as you keep it intact and with correct attribution to the Lead Change Group.

©2010 The LeadChange Group

This work is licensed under the Creative Commons Attribution-Noncommercial-No Derivative Works 3.0 United States License. To view a copy of this license, visit <http://creativecommons.org/licenses/by-nc-nd/3.0/us/> or send a letter to Creative Commons, 171 Second Street, Suite 300, San Francisco, California, 94105, USA.



Table of Contents

The Movement..... I

The Writing on the Wall..... II

To Define or Not, Character-Based Leadership By Susan Mazza

What is the Unique Value of LeaderPalooza and the Lead Change Group? By Deb Costello

What is LeaderPalooza? By Sonia Di Maulo

Lead the Change or Follow the Road to Nowhere By Monica Diaz

Unique Value of LeadChange Group By Mike Henry Sr.

Leading Change Based on Character By Jim Holland

The Revolution Begins By Steve Keating

Tremendous Impact By Fanny Korman

REAL Leadership By Susan Mazza

Change Never Starts “Out There” By Mark Oakes

Let Us Be The Water By Jane Perdue

Leadership Conference? Not Hardly! This Was Absolutely A Palooza! By Erin Schreyer

What LeaderPalooza Means to Me By Don Shapiro

LeaderPalooza and LeadChange By David Wachs

Help Shape the Future, Practice Character-Based Leadership By Chris Zaucha

The Now and the Next By Vicki Henry

Closing Words..... III

The Instigators..... IV



The Movement



I



In March of 2009, Mike Henry formed a group on LinkedIn for the purpose of “doing something about leadership.”

Mike obviously tapped into a stream of consciousness amongst leaders and others who help leaders – a deep-seated desire for character-based leadership. Leaders who lead from who they are rather than from their position. They don't manipulate; they inspire. Their character, personality, gifts, values, beliefs and behaviors communicate to the whole team and other stakeholders that they are part of the team. They share the goals and objectives of the team and serve the team in pursuit of those goals.

As the LinkedIn group grew in membership and momentum, it adopted the mission:

*Applying Character-based Leadership to Make a
Positive Difference.*



The First LeaderPalooza

The group members shared viewpoints and exchanged ideas throughout 2009 and late in the year started discussing a get-together that eventually became **LeaderPalooza**.

The first annual LeaderPalooza was held in February 2010 in Fort Lauderdale, Florida. Fifteen people from a multitude of states and countries came together to lay the foundation for building a **leadership movement**. The 15 trail-blazing participants of the first LeaderPalooza were Deb Costello, Sonia Di Maulo, Monica Diaz, Mike Henry, Vicky Henry, Jim Holland, Steve Keating, Fanny Korman, Susan Mazza, Mark Oakes, Jane Perdue, Erin Schreyer, Don Shapiro, David Wachs and Chris Zaucha.

As a **deliverable** from the conference, we decided to each write about the unique value we received either from the group itself or the conference in particular. This ebook is the compilation of all those thoughts, feelings and reactions coming together to take this movement to the next level.

We hope it encourages...no, **inspires** you to grow as a character-based leader. The interaction has certainly done that for us!



The birth of a **MOVEMENT!**

"Never underestimate the power of a small group of committed individuals to change the world. In fact, it's the only thing that ever has."

Margaret Mead

Join the LeadChange Group on



Or Visit our Website:

www.leadchange.org



CLICK HERE
JOIN THE
REVOLUTION

The Writing on the Wall

What we had to say about LeadChange after LeaderPalooza



II



To Define or Not to Define Character-Based Leadership (Or What is Character-Based Leadership Anyway?)

In preparing for and throughout the Leader Palooza conference we talked about the “organizing” statement for the lead change group. The idea that the essence of the lead change group was about character-based leadership came out of those early conversations. Clarity and focus are so important to building momentum.

We then spent quite a bit of time trying to define character-based leadership and at some point realized that the real power is in the inquiry about what this means to each of us. In fact, whenever we tried to come up with a single definition we could all agree on somehow the conversation lost the energy of discovery, learning and empowerment, bringing out a sense of working hard to get something done. And when we inquired into what character-based leadership meant on the morning of the first day of the conference it became abundantly clear, that while we have different ways of expressing it, we were very much aligned.

Leading in and of itself is a lifelong journey of discovery and mastery. We are never really done becoming a leader. While we have distinguished character-based leadership as a particular kind of leadership, the lifelong journey of discovery and mastery still applies. And whatever “brand” of leadership calls to you, it always begins with leading ourselves each and every day.

If you are reading this then clearly the notions of leading change and/or character-based leadership caught your attention. It probably somehow resonated with you. We want you to know that you will not find a clear and concise definition here.

Consider this book an invitation for you to join us in the inquiry into and lifelong journey of learning and growing as a character-based leader. We look forward to learning with and from you.



What is the Unique Value of LeaderPalooza and the Lead Change Group?

A week after LeaderPalooza I think I am ready to reflect on the experience and offer my thoughts on the value of this opportunity and on joining the Lead Change Group. In a single word, the value is **community**.

As humans we seek out each other in many ways. I have family and friends, and these people provide an obvious community that is filled with love and support in a thousand ways. This is my most powerful and immediate community. In my professional life, I am a teacher and my school provides me with another exciting and important educational community, one where I can learn from others as well as teach.

When I arrived at LeaderPalooza, I really knew no one. My brief Twitter contact with a couple of the attendees was not enough to make me feel I knew these people well. My experiences with hundreds of professional development sessions led me to think I would learn much from the experience, but would not be able to offer my own insights or connect with others in any meaningful way.

I could not have been more wrong. In the two days at LeaderPalooza I **connected** with fourteen amazing people, leaders in a wide variety of fields, and became part of a community dedicated to **fostering character-based leadership in every aspect of our lives**. I learned that I was not alone in seeking a way to communicate the need for integrity and compassion in our interactions with each other and with our youth. I learned that in order to be an **effective leader**, I needed to start by improving myself, dedicating myself to more positive, integrity filled actions on a daily basis. I learned that I have things to share about leadership and education, and that my thoughts are valued and supported. And I learned that I am now part of something that is both larger than and more important than I am.

LeaderPalooza was an opportunity to join a community and become part of a simple idea. The Lead Change Group is dedicated to the amazing vision that our communities can be **better**, can be more positive, can be more about integrity and less about materialism. I believe the Lead Change Group can make a difference, can promote change in business, in education, in the virtual world and the real one.

I have new colleagues, new friends, and new supporters. These are people I can trust, people of integrity and compassion. **Leaders.**



What is LeaderPalooza?

I believe in a **cause**... A cause that **unites** like-minded people...

People who care about people

People who choose **right over wrong**...

People who **want to tell the world that it's ok** to choose right

Because **choosing right is the right thing to do**

Because right leads to: **success, integrity, change, character, impact, peace**

LeaderPalooza... is a gathering of people who care to do the right thing

Who focus on **daily actions** and conversations...

Who fight for **authenticity & respect for people**

Who **transform** the places where we live and work...

It's time...

Get Ready to Lead Change!

Follow the leadchange movement...

Web: <http://www.leadchange.org/>

Twitter: hashtag #Leadchange



The above is a slide presentation you can also view here:

<http://readytofeedback.com/?p=1652>



A Selection of Lead Change Quotes from LeaderPalooza

By Mike Henry, Vicki Henry, Chris Zaucha, David Wachs, Deb Costello, Don Shapiro, Erin Schreyer, Jane Perdue, Fanny Korman, Jim Holland, Susan Mazza, Mark Oakes, Monica Diaz, and Steve Keating.

Just talking about being ethical, trusting, respectful is not enough.

Passion combines us.

When it's real, you want to lead.

Integrity matters, the truth matters.

We leave prepared to be personally responsible for causing a movement of character-based leadership in our own unique way and have a way to support each other and to continue to evolve.

We believe that leaders of character inspire and have deep and profound, positive impact in their communities.

Causing and modeling REAL leadership Builds Ethical Accountable Loving Leaders.

To follow we need to trust.

It's about sincere connections.

Being able to deliver on a promise... makes you magnetic.

The leader believes that he can make a vision happen and this makes him magnetic.

If you want to be a character-based leader, stand up and say it. Do it with purpose.

Integrity - words and actions must match.

Professional and personal integrity must overlap.

Character-based leadership isn't easy, as a group we can help each other stay accountable to lead change.



Daily ACTIONS that Lead Change

Remember to say Thank You.

Don't Take Others for Granted.

Demonstrate RESPECT for people in all levels of life.

Listen to what others have to say with my eyes and ears.

Being the same whether people are looking or not.

Holding myself accountable for what I do.

Find someone doing something right and make it public.

Be consistent, act according to my beliefs in everything I do.

Serve others. What things are important for them and make it important for you.

Be present so that they feel important.

Invest in people; spend time to get to know them.

In all your actions you impact the results and you impact people as well.

Evaluate our contribution instead of our return and what we receive.

Valuing others as a personal practice instead of waiting for them to achieve it.

Thank and value people for who they are.

Do something that people don't expect you to do.

We get too busy and we don't invest in people.

Sonia Di Maulo

Be out there and encourage people to speak up and step up – it's about encouragement.



Lead the Change or Follow the Road to Nowhere

Isn't it about **time for change**?

Leadership has been sorely lacking lately, or present but missing the mark completely! People experience this by feeling uninspired, stuck and doomed. When leadership has been **effective** throughout human history it has **sparked change, raised spirits, created possibilities** for action. People have felt **moved** to do things, to follow someone's vision, or to join them in creating it. Not that it doesn't still happen. But who is to lead the change we need as a species? The next great movement? It is the **leaders of tomorrow** that are emerging today and a different way of leading is necessary.

Many of us feel that in order to continue **thriving** in the future, we will need much more than the me-focused society we have created for ourselves. As we have done in centuries past, we will find our strength in numbers, not of mindless followers, but of active, creative, connected **leaders**, opening up the path for more leaders to follow.

The society of **WE** will need kinder leaders, better listeners in positions of leadership, better positioning for everyone in the community to make a difference in the way things are done, in where they are leading us. After all, we do seem to be on the road to nowhere. Anyone for a change of direction? Step up!

Lead the change, then!

Read "OtherEsteem for Leaders"

<http://www.otheresteem.org/blog/?p=207>



Unique Value of LeadChange Group

There are several things that are unique and valuable about Lead Change Group and LeaderPalooza. Together they form a unique value. I've never been involved with an organization like this before. What makes this group different and how is that valuable? I find 5 factors that make the Lead Change Group a unique value.

Commitment to a Greater Ideal.

The 15 of us that met at LeaderPalooza agreed about the goal of the group. Even though it's very difficult to define, we want to promote leadership that inspires cooperation. What type of leader inspires people to subordinate themselves to the group? We're **for** that type of leader. We don't have to be precise about it because no one will inspire everyone. We just need to begin to try to be the most inspiring leader we can be and continue to grow.

Team of Equals.

We're a peer-based organization. Character-based leaders gain authority and exercise influence because of who they are. Everyone in this organization is capable of leading, inspiring and making a difference. We choose to help each other and learn from each other.

Open Source.

We don't plan to copyright or patent the ideas we create to help people lead better. Some of us make a living coaching others, and every leader at their best is developing others. But our ideas contribute to the greater good. We want to prosper and cover our costs, but we'll make our money off of our customers rather than our peers and members of the group. Our world is a better place when inhabited by people who lead from their character. So we sacrifice a bit of ego in order to achieve the goal

Practice.

Since we lead from who we are, the first thing we have to develop is ourselves. We don't necessarily have to learn more, but we need to generate results. We examine ourselves in order to model the best leadership we can imagine knowing that leadership is like anything else; it improves with practice. We can't "teach" character-based leadership without applying it. We are the lesson others see.

Tribe.

The sum of the unique value of the group is the concept of community or tribe. If you've ever been on a team that achieved something greater than they could imagine, you know the value of shared commitment. We instigate the movement by helping each other model the standard our own way, but the best we can. We have committed to one another to help however we can grow character-based leaders who inspire cooperation because of the quality of their personality and the promise of their goal.

As we invest in the future together we're part of something worthwhile. And that's uniquely valuable.



Leading Change Based on Character.

Managers are as numerous as the sands on the seashore, but **leaders** rarely wash up on shore. While we believe recent worldwide events have heightened the need for change in leadership style, ethics and attitudes, as a society we suffer from the cycles of failing due to consistency and the convictions to lead with **heart, soul** and **correct principles**. Leading change has to start with **me**. Are there habits I need to change or establish, traditions I need to reconsider and leadership attributes I need to acquire or polish? If we are to **raise a generation of leaders** that are actively engaged and concerned with people more than profits, and society more than self, then I have to **step up** and make the change myself, and then share my convictions, experience and knowledge with others. If I do this, then we'll notice the seashore is covered with **leaders**.



The Revolution Begins.

Every revolution begins in one particular moment.

I couldn't help but **wonder** in the moments just after 8:00am on February 19, 2010 if I was experiencing the birth of a revolution in leadership. LeaderPalooza had just began and from the very start I could just tell this was going to be nothing like any leadership conference I had attended before, this was going to be just as advertised, it was going to be an un-conference.

I made the decision to attend LeaderPalooza because of a belief that the **critical challenge facing business** in the next 10 to 15 years will be a lack of strong **leadership**. While everyone in attendance had their own reasons for being there all of us shared the common goal of raising the bar on leadership in the future.

Our discussions focused on "Character Based" leadership. The term character-based is often confused with ethics-based leadership. I see major differences between the two. Typical leaders believe ethics are guidelines for decision making when challenging situations arise. Too many leaders apply ethics on a situational basis, often justifying a decision with "it depends." Character based leaders on the other hand view **ethics as the rock upon which to build** their lives, while typical leaders apply ethics; character-based leaders **live** them. Yes, I know that sounds a little high & mighty but it is what it is, just like character.

The group attending LeaderPalooza was likely the most impressive group of people I've ever been around, it is from this group that **great things** will come. The future of leadership depends on it, if this group can't make a difference it is quite likely a difference won't be made and a difference absolutely must be made. We reached one unanimous conclusion at the un-conference, character-based leadership is worth pursuing and we will pursue it.

The character-based leadership revolution is still in its infancy; **join us** to make a difference, because it's a difference that **must** be made.



Tremendous Impact.

Lead Change is *not* for silent bystanders.

I have come to realize that **leadership is a personal matter**, a matter that involves people **engaging** other people in ways that inspire **excellence**. As a result of lively and stimulating discussions at LeaderPalooza and on-line, I realize that I must engage and contribute to our combined efforts to promote **character-based leadership**.

I believe that we must **care deeply** about people in order to be an effective leader and it is our responsibility to live this in **every action** we take. To be a **leader of character** we must be able to articulate the principles by which we are guided and to which we hold ourselves accountable. The caring, mindful and passionate individuals that attended LeaderPalooza are my role models for the kind leadership to which we should aspire. A leadership model that is **sincere, humanistic, ethical and accountable**. We are each capable of making a tremendous impact in ways that are yet to be discovered and a shared commitment to Lead Change is the **essence** of what we accomplished at LeaderPalooza.



REAL Leadership

In February 2010 I had the privilege to spend two days with 14 extraordinary people who quickly became friends. The organizing question:

How can we instigate a movement of character-based leadership to make a positive difference?

It seemed **incredible** to me at first that a group of such clearly accomplished yet diverse individuals were willing to invest 2 days at an event with a very loosely defined agenda and a relatively short lead time for the event. In fact 2 of the participants had little connection to the group at all.

I think the event itself, that it even happened, is a clear demonstration of the powerful **ripple affect** one person's **stand** can have in moving others to act. In this case that person is **Mike Henry**, founder of the Linked In Lead Change Group. And I want to take this opportunity to appreciate Mike for his leadership, his vision, his stand and his **commitment** made this event happen.

That it turned out to be an incredibly enriching and enjoyable experience for all who participated further demonstrates the **power** of engaging committed individuals in pursuit of a **common purpose**.

LeaderPalooza also renewed my belief that “mountains can be moved” when every single person involved in an endeavor takes responsibility for providing **personal leadership**, leading themselves and being of **service** to each other and a commitment we share. The **depth** of commitment to elevating character as an essential foundation for effective leadership, beginning first with ourselves, was **inspiring**. We may use different words to describe what that is or approach it from different perspectives or in different ways, but there was no mistaking that **we were aligned** from the very start of the event.

While I had many **insights** from the conversations over the 2 days, one in particular stands out for me: the meaning of **REAL leadership**. I am beginning to believe that when people say they want “real” leadership they are attempting to articulate that what is all too often missing from leadership is **character**.

When it comes to leadership the letters **R-E-A-L** have new meaning for me now:

Respectful, Ethical, Accountable and **Loving**. And while I don’t think any definition could do justice to the notion of character-based leadership, for me this is a great way to begin the conversation.



R-E-A-L Leadership



What Does Character-Based Leadership Mean to YOU?

LeaderPalooza was just a beginning... now is a great time for you to join the conversation! You can find us on [Linked In](#), [Facebook](#), and on Twitter by searching on #leadchange.



Thank you

Mike Henry, Vicki Henry, Chris Zaucha, David Wachs, Deb Costello, Don Shapiro, Erin Schreyer, Fanny Korman, Jane Perdue, Jim Holland, Mark Oakes, Monica Diaz, Sonia DiMaulo and Steve Keating for the gifts of your wisdom, your heart and your commitment to **making a difference** in the lives of others.



Change Never Starts “Out There”

Craig Lambert in his book ‘Mind over water’ talks about that frictionless state that rowers achieve when things become **effortless**. He calls it ‘swing’. He goes on to say ‘... our job is to simply work with the shell, to stop holding it back with our thrashing struggles to go faster. Trying too hard sabotages boat speed. Striving becomes trying and trying undoes itself’. In many ways this analogy reflects the essence of what it means to be a character-based leader. We don’t have to force it, ... **we just are**.

Character-based leadership starts with that simple, pure and thoughtful decision that ‘**I AM a character-based leader**’. It then manifests itself through our **resolve** and **actions**. Our actions define our character. Being a leader grounded in character isn’t an adjective. It’s not some label that we or others pin on our lapel. Rather, it’s a **verb**. It’s the sum total of our thoughts and decisions embodied in our Actions. It propels us in the good times and grounds us to bedrock in bad times. It is the **lighthouse** that guides us through the shoals on the darkest of nights and the toughest of storms. More importantly, it is also the **beacon** that illuminates the path for those who follow in our footsteps.

When we look around and remark about the decay of moral fiber in leadership, we lose sight of the fact that ‘**These ARE the good ole days**’. Throughout history there have been much darker ages than these. Yet, time and again men and women of character rise and prevail. Trying times aren’t a call for character-based leadership. They are the crucible that creates them.

As character-based leaders we're called to pour our **lives into others**. That calling, however, begins with a very *personal commitment* to grow and improve. Water can only be drawn from a full well. We give because we have the capacity to **give**. This is the essence of character-based leadership. We have no control over the choices of others. We DO, however, have the ability to grow personally and, as a result, **model what 'Right' looks like**. As Ghandi said "We must BE the change we want to see in the world". Change never starts 'out there'. It starts **within** each of us. The result is that character-based leaders change the world... even when that means touching just **ONE** life.





Let Us Be the Water.

On February 19 and 20, 2010 I went to LeaderPalooza... and felt like I had gone home.

As Ellie Rodriguez says, “The light is what guides you home, the warmth is what keeps you there.” Home to a place where everyone openly discussed the same elephant that lives in so many business boardrooms, cubicles, shop floors and conference rooms across the land. Home to a place where 15 pioneers brainstormed, collaborated and made plans to begin a movement for:

- ➔ Proudly and boldly **being** a leader of character who operates from the head AND the heart, embracing leadership not as a position but rather a mindset and a heart direction
- ➔ Being a leader who focuses on principles and people while making profits and delivering solid results
- ➔ **Connecting** with yourself, then using that wisdom to connect with, lead and inspire others; knowing that love and laughter do have a place at work
- ➔ Understanding that trust in leadership is built by demonstrating integrity and ability and transparency and communications and compassion as well as passion
- ➔ Holding yourself accountable for living your life with courage, compassion, competence, connection, communication, character and commitment

During the **Renaissance**, art and science (excellent leadership and management requires a bit of both) were intermingled, both highly valued. However, with the advent of scientific management in the United States in the early twentieth century, work focus shifted to time-and-motion studies, standardization and concentration on **task**. A quote from mechanical engineer, Frederick Taylor sums up this scientific management orientation. “It is only through enforced standardization of methods, enforced adoption of the best implements and working conditions, and enforced cooperation that this faster work can be assured. And the duty of enforcing the adoption of standards and enforcing this cooperation rests with management alone.”

That earlier concentration on task has been coupled in the last few decades with an **emphasis on earning profits** – at whatever the cost. One need look no further than the genesis of the current Great Recession or the spectacular Toyota fall from grace for affirmation that bottom-line dollar results are the foremost measure of business success. From my perspective somewhere along the business way **leading from the head and heart** by valuing people and principles along with profit got lost. Driving shareholder value and pleasing Wall Street took center stage. People and principles lost out to profits.

It’s my hope that a sufficient number of leaders feel a similar **yearning for a better work place** – a place in practice and belief where people matter and aren’t simply viewed as another expense line on the budget. I’m reminded by the quote from Lao Tzu, “*Water is fluid, soft, and yielding. But water will wear away rock, which is rigid and cannot yield. As a rule, whatever is fluid, soft, and yielding will overcome whatever is rigid and hard. This is another paradox: what is soft is strong.*”

It’s my dream that there’s sufficient yearning, sufficient passion, sufficient drive and sufficient purpose amongst all character-based leaders out there so that we can reclaim the workplace and reshape it to a place where there’s room for profits *and* principles *and* people, all equally valued.

Let us be that water, wearing away the sole focus on profits, undisciplined growth and pleasing investment analysts, and restore compassion, caring and courage to the business boardrooms, cubicles, shop floors and conference rooms across the land.

Are you ready to start the flood?



Leadership Conference?

Not Hardly! This Was Absolutely a Palooza!

This past weekend, I traveled to Florida to attend the first in-person gathering of professionals from the Lead Change group. Focused on the topic of character-based leadership, we gathered together from three countries to engage in passionate discussion and to explore how we could apply our collective knowledge and experiences to make an impact. This was the first [“LeaderPalooza”](#) of many more to come!

Why a Palooza?

I did some Internet searches on the term, “Palooza.” As a partial word – a suffix – it doesn’t have a definition like a whole word would. . . .but there was some clarification to be found. In essence, a “palooza” is a **celebration**, an exaggerated event, or from its origin – a ‘humdinger!’

We considered other names, but this was so fitting, given the level of **passion**, **enthusiasm** and inspiration that was generated. And it’s not just about feelings, either. . . .there’s real **action** coming out of this!

We have **“instigated”** something. . . .and yes, the use of this particular word is purposeful. We are standing on a foundation of morals, ethics and valuing people to inspire a different kind of leadership that has real impact on people’s lives. Yes, we do want to instigate something. . . .it’s called **change**. And so, Palooza seems to fit.

So What Made it Different?

For starters, we leveraged an [Open Space](#) format. This is still a relatively newer meeting format, but let me assure you, it **WORKS!!** I had never experienced it prior to this weekend, and I'm completely sold on the value of this format.

Open Space values everyone in attendance and provides for greater richness than a 'talking head' format. Because everyone convenes to discuss topics they are most interested in, the level of **enthusiasm** and **participation** is noticeably higher. The format is also reliant upon the contributions of several people, versus the expertise of only one.

LeaderPalooza included an outstanding mix of **corporate leaders** and **leadership practitioners**; men and women; different cultures and age groups; and the experiences of many very successful careers. Talk about a **powerful** group! The caliber and 'mix' of people was outstanding!

While the diversity of our group was evident, it was equally clear that we had all assembled for a common purpose – to further develop as **character-based leaders** and to leverage that platform to help make a difference in people's lives.

With the Open Space format, it seemed as if every discussion built onto what had already been discussed. We could actually see the progress we were making, and we could all feel the difference in our thinking as we learned from one another and built on to our vision.

Another differentiator was that we took **action**. How many conferences do you attend where you listen without participation, get a binder of information, soak in just a few nuggets of information but not really change all that much? If you're like me, that's what I've been used to doing.

At LeaderPalooza, we agreed to action steps. We formed committees that have purpose and deliverables. We're taking everything we talked about and we're putting action to it. **We're walking the walk, not just just talking the talk.**

And best of all, we've agreed to hold each other accountable. **Seriously.** When have you ever gotten that from a conference?! We've agreed to raise our own bar, from wherever it is that we are. And we've asked each other to hold us accountable to not letting that bar drop. It can only go upward, and we're dedicated to that and to each other.

WOW. We didn't just have a conference, we created a community... one that will encourage, support and help to further develop one another. One that is committed to action, not just words. One that seeks to **inspire** others to reach for more. One that makes a positive impact and leaves a **legacy**.

Does this sound like any conference you've ever attended?

Do you want to benefit from the momentum that's been created?

Check out the [Lead Change Group](#) on LinkedIn. Join us on Twitter. Check out our leadership community, and by all means, join in!! We've started a character-based leadership movement, and **you're invited!** The Palooza is not just about one weekend. It's just the beginning...

For more information on LeaderPalooza, Lead Change Group or our local leadership community in Cincinnati, called [Authentic Leadership](#), please contact me at eschreyer@sagestone-partners.com





What LeaderPalooza Means To Me

LeaderPalooza turned out to be so much **more** than I expected it to be and I expected a lot.

Something subtle but powerful shifted in me during those two days in Florida that goes way beyond what we discussed. How often do we find ourselves meeting with people we have never met face to face only to discover we are **all on the same page** traveling down the same journey in our own **unique** ways? That's LeaderPalooza.

I was looking forward to an in-depth discussion about leadership practices and possibilities, something more than the typical information we hear, something that might touch on the deeper issues affecting leadership practices and what really needs to change. That's why I was so excited about LeaderPalooza being an unconference. The last thing I wanted was to hear more speakers talking about things I had heard before while I silently listened. I wanted to hear the thoughts of everyone attending the conference and let the patterns of their insights paint a picture.

And what a picture they painted. In a typical conference, each speaker, panel discussion or breakout seems to exist as an island unto itself. While they are all talking about specifics of the same conference theme, there is little to no connection between the sessions. LeaderPalooza was exactly the opposite. Each discussion, even though the topic was different, seemed to be an extension of the previous discussion. All the discussions **integrated** with each other as one built on the other. As we moved into the afternoon of the second day, this building process allowed us to grasp the concept of **Character Based Leadership** and how to bring it to the world in a way that would not have been possible in a regular conference.

So I walked out of LeaderPalooza with a discussion that **exceeded my expectations**. But LeaderPalooza evolved into something much **more** than that. I was so moved to spend two days with a group of people who all came from a place of **high values and principles** and wanted to take **action**. That was such a refreshing change for me personally. How many conferences have we been to where people say the ideas, speeches and networking were great but no one walks out with a commitment to take action or a real sense of urgency about what was discussed? We **didn't just talk** about Character Based Leadership. We all committed to do something about it.

Even more astounding to me personally was how much **everyone** cared about each other. And nowhere did that become more evident than in the way everyone was willing to hold me personally accountable for what I do. We all talk about the importance of **accountability** but how many of us practice it especially with people we just met.

Character Based Leadership is not just a set of principles and practices that can be printed on a piece of paper. It is a living and breathing way of conducting ourselves every minute of every day. At the conclusion of LeaderPalooza, we all agreed that the change has to start with each of us before we can take this to the world. We recognized that first, we must **raise the bar** on our own leadership and life practices. To a person, everyone who attended LeaderPalooza is willing to hold the other attendees accountable for making this happen and accountable for introducing Character Based Leadership to others.

There's no way out now. LeaderPalooza is more than a conference. More than a wonderful discussion about leadership; more than a group of like minded people discovering each other; LeaderPalooza is the birth of a movement that will change leadership practices in every facet of life.





LeaderPalooza and LeadChange.

LeaderPalooza was a unique opportunity for exchange of ideas. The “un-conference” format along with the “Open Space” discussion method proved very useful. These format/methods promoted openness and excellence in brainstorming. All attendees were free to express their ideas, think out loud and do so in smaller group settings where free exchange was very comfortable. LeaderPalooza was a great launch to the Lead Change movement.

Lead Change stands for and promotes character-based leadership. Our current society needs a healthy dose of character-based leadership in our companies, organizations and even in our homes. Though character-based leadership has many facets to it and everyone won't agree to all the minor points, everyone will agree to several basic premises. Character-based leadership certainly consists of at least, integrity, honesty, trust, appreciation for people, courage and respect. Though I believe there is much more involved, these form at least a basic premise for how character-based leadership looks.

Lead Change attempts to promote and encourage this behavior in others who already ascribe to this way of life. Many people just need to be encouraged to stand firm in difficult situations. Others need to be challenged to change their methods of dealing with people. Leadership does not come from position and leadership can be seen at all levels of an organization regardless of position. Lead Change seeks to encourage those people as well. Character-based leadership must be modeled daily to impact an organization in whatever sphere of influence a person finds themselves.

Being involved with the Lead Change group is a great way to be connected to like minded people who you can be encouraged by, learn from, and share your insights with. Character-based leadership requires putting to action those ideals that we hold true. These character traits must be lived everyday in our work places and all spheres of influence we find ourselves in. The real character-based leader leads with people and people development in mind, attempting to assist everyone be their absolute best.



Help Shape the Future - Practice Character-Based Leadership

Many young and emerging leaders have achieved more than they thought possible because someone **believed** in them. Someone **recognized the potential** within them to excel, to exceed their own expectations. The necessary support and encouragement may have come from a teacher, friend, parent or mentor. Typically this last bit of motivation felt through the **validation of another** serves as the final push needed to achieve a goal which we were unsure was attainable. We all strive to improve and become successful yet many do not have a wealth of resources from which to learn. Benjamin Disraeli said, "The greatest good you can do for another is not just to share your riches but to reveal to him his own." This is the epitome of what I currently experience through my participation in the LeadChange Group.

While attending **LeaderPalooza**, every participant **empowered** and **inspired** me through sharing their visions, experiences, knowledge and wisdom. More importantly, some gave me **validation of what they saw in me**. We all have experienced doubt in ourselves while pursuing professional and personal goals. We all desire to find someone who will motivate us to press on and, in the process, provide us with a source of advice and insight; someone who is always an avid listener who allows you to speak, and sometimes rant, before commenting or offering their thoughts. They can take on many roles: guide, sounding board, counselor, cheerleader, and friend. John Crosby summarized it best when he said, "Mentoring is a brain to pick, an ear to listen, and a push in the right direction."

Traditional education only prepares you for the profession you chose but it is the **wisdom** and knowledge of colleagues and leaders of each organization which teaches you the **life lessons** needed for **SUCCESS**. Most young and emerging leaders, including myself, yearn for this information yet often discover it can be difficult to find. Fortunately, my participation at LeaderPalooza permitted me to find the **shared wisdom, guidance, insights and motivation** for which I have been searching. According to Otto von Bismark, "A fool learns from experience. A wise man learns from the experience of others."

Unbeknownst to the other attendees, their participation imparted the knowledge, skills, and experience to the **next generation** of potential leaders. They provided me an opportunity to profit from their experiences, provided necessary guidance to keep me focused and revealed to me the person I have the **potential** to become.





The NOW and the NEXT

This is probably the **hardest** thing I have ever had to write because there are just not words to describe the value that Lead Change Group has brought into my own life and work. You know you come across people who babble on and on about what they are going to do or about what they think needs to be done or what needs to change but rarely do you get to see the “**NEXT**” or the “**ACTION**”.

I guess, for me, the most valuable thing I have seen is that everyone in this group has well-thought out lists of things they hope to accomplish in their businesses and walk of life. Their lists have lines drawn through it. The items are **accomplishable** things in the respect that each person is holding themselves **accountable** to a higher calling. The “**NEXT**” is **happening**.

In one of the Leader Palooza sessions, the facilitator described three things he asked a person to define in an interview. The first was to define **accountability**. The second was to define **responsibility** and the third was to define **culpability**. The facilitator had had only 1 person in many years define all 3 words correctly. But, you would never guess what this facilitator’s next words were.

“Today I lead myself. Today I take responsibility. Today I am culpable for all my thoughts, for all my actions, for all my words. This is the minute I lead and I carry. I have to dip from a full well of character so that I can 100% trust my decisions, actions and words.”

Character-based leadership starts with me.

I am a character based leader. Each person in the Lead Change Group brought integrity, personal excellence, and a high level of trust to LeaderPalooza.

In a word, LeaderPalooza was about the “NOW” and the “NEXT”. People basing their own leadership on actions driven by character, integrity and trust. Leader Palooza prepared me, inspired me, and equipped me. The action continues... The character-based leader is who I am and who I must be in order to make a positive difference....



Closing Words





Conclusion

Everything you do **matters**. Don't believe any thoughts to the contrary. Make the most of who you are by growing as a **person of character** and influencing others to do the same. You will make a **positive difference** and change the lives of people.

We hope to **instigate a movement**, or maybe join one that's already in progress. Our world needs us to take responsibility for the room we take up on the planet. Our friends need us to bring more to our community than we consume. **Our legacy demands that we be people who left more than we took.** It begins with each of us.

In the Lead Change Group, and at LeaderPalooza, a very small group of wonderful people committed to work together to help each of us deepen our character, sharpen our focus and, like Steve Jobs once said, make a dent in the universe.

Join us?

The Instigators

A LeaderPalooza Who's Who



IV



Unique and **Valuable!**

As we invest in the future together we're part of something worthwhile. And that's uniquely valuable!



Mike Henry Sr. is the founder of the Lead Change Group. Known nationally as a character-based leadership coach and committed leader, Mike's experience, team-building skills, and commitment to each individual's success make a difference every day for his clients and colleagues alike!



@mikehenrysr



<http://www.linkedin.com/in/mikehenrysr>

<http://www.leadchange group.com/blog/>



Making a Difference!

I believe the Lead Change Group can make a difference, can promote change in business, in education, in the virtual world and the real one.



Deb Costello is a Teacher at Trinity Prep School and she's passionate about human rights, peace, education, leadership, triathlon training, and most importantly family & friends. In the end, all you need is love. You can find her profile on [LinkedIn](#) and [Twitter](#). You can also read this post on Jane Perdue's blog [here](#).



@costelloand



<http://www.linkedin.com/pub/deb-costello/7/965/3a1>

<http://lifeloveleadership.blogspot.com/2010/03/eloquent-words-from-deb-costello-about.html>



In our own **Unique** way!

We leave prepared to be personally responsible for causing a movement of character-based leadership in our own unique way and have a way to support each other and to continue to evolve.



Sonia Di Maulo is a Feedback Enthusiast. Her mission: Partnering with HR professionals to solve morale, turnover, & internal communication issues with the 3+1 feedback model.



@ReadyToFeedback



<http://ca.linkedin.com/in/soniadimaulo>

<http://readytofeedback.com>



Lead the **Change!**

A lot of what we were discussing, related to Character-based Leadership had to do with the notion that a great leader values people consistently!



Mónica Diaz is the author of [Otheresteem: Regaining the Power to Value Others](#) and CEO of Quidam Global and LifesWork International. A global speaker, coach and Organizational Consultant, her passion lies in helping people revalue their work to boost productivity through authenticity and true leadership.



@monedays



<http://mx.linkedin.com/in/monicadiazdeperalta>

<http://www.e-quidam.com/theblog>

<http://www.otheresteem.org>



Character-Based Leadership Starts with **ME**



"The character-based leader is who I am and who I must be in order to make a positive difference...."

Vicki Henry is President of VMH Corporation, Social Media Coach and wife of the Lead Instigator at Lead Change Group! She has been a Realtor/Broker Associate for 12 years.



@vhenry



<http://www.linkedin.com/in/vickyhenry>

<http://vickyhenry.com>



Raise a **Generation** of Leaders!

If we are to raise a generation of leaders that are actively engaged and concerned with people more than profits, and society more than self, then I have to step up and make the change myself, and then share my convictions, experience and knowledge with others.



Jim Holland *is the founder of Mission Creek Partners, a product management consultancy. He brings cadence to product management teams.*



@Jim_Holland



<http://www.linkedin.com/in/holland>

<http://pmtribe.wordpress.com>



We will **Pursue** Character-Based Leadership!

We reached one unanimous conclusion at the un-conference, character-based leadership is worth pursuing and we will pursue it.



Steve Keating is Manager, Selling Skills for The Toro Company. He's a builder of people, improving the sales profession, developing the next generation of leaders. "Not selling a thing on Twitter, only giving back."



@LeadToday



<http://www.linkedin.com/in/stevekeating>



Leadership is a **Personal** Matter.

We are each capable of making a tremendous impact in ways that are yet to be discovered...



Fanny Korman is the President of FZK Performance Solutions, customized performance improvement solutions that inspire excellence. She is interested in leadership, coaching, and team building. Fanny is committed to promoting character-based leadership that empowers people to fulfill their full potential.



@InnerWonder



<http://ca.linkedin.com/pub/fanny-korman/0/730/906>

<http://www.fzksolutions.com/>



Mountains **Can** Be Moved!

When it comes to leadership the letters
R-E-A-L have new meaning for me now:
Respectful, Ethical, Accountable and
Loving.



Susan Mazza is a business consultant, coach and trainer specializing in Leading and Managing Change. With her unique understanding of human systems and an unquenchable thirst to unlock the potential of the human spirit, she has worked successfully with many types and sizes of organizations, and with people around the world. She is passionate about creating clarity, connection and collaboration. The heart of Susan's work is instigating leadership, believing that you don't have to be THE leader to be A leader and that everyone's contribution matters. You can learn more about Susan by reading her blog [Random Acts of Leadership](http://randomactsofleadership.com).



@SusanMazza



<http://www.linkedin.com/in/susanmazza>

<http://randomactsofleadership.com>



Personal Commitment!

As character-based leaders we're called to pour our lives into others. That calling, however, begins with a very personal commitment to grow and improve.



Mark Oakes is CEO of [Intellimar, Inc.](http://www.intellimar.com/), a manufacturer, supplier, integrator, and contractor of physical security products and solutions. He is a husband, father, CEO, and triathlete and he's passionate about character-based leadership and pushing personal limits - Ancora Imparo!



@MarkOOakes



<http://www.linkedin.com/pub/mark-oakes-psp/7/a76/694>

<http://www.intellimar.com/>



You cannot dream yourself into a character: you must hammer and forge yourself into one.

~Henry D. Thoreau

It's my dream that there's sufficient yearning, sufficient passion, sufficient drive and sufficient purpose amongst all character-based leaders out there that we can reclaim the workplace and reshape it to a place where there's room for profits and principles and people, all equally valued.



Jane Perdue is the Principal/CEO of [The Braithewaite Group](#) a female-owned professional development and consulting firm specializing in head and heart-centered executive coaching, leadership & organizational development and female executives. She is a creative leadership consultant, coach, speaker and writer who inspires & collaborates @ the intersection of the art of leadership & the science of business.



@theHRGoddess



<http://www.linkedin.com/in/janeperdue>

<http://lifeloveleadership.blogspot.com/>



Creating a Community

We didn't just have a conference, we created a community...one that will encourage, support and help to further develop one another.



Erin Schreyer is the President of [Sagestone Partners LLC](http://www.sagestone.com), a leadership coaching, talent management and business development consulting firm. She's a Certified Leadership/Talent Management Coach; Certified Strengths Trainer; Blogger; Motivator; Christian; Wife; Mom; Wine & Chocolate Lover; Friend



@eschreyer



<http://www.linkedin.com/in/eschreyer>

<http://sagestone.wordpress.com>



There's **NO** way out now!

Character Based Leadership... is a living and breathing way of conducting ourselves every minute of every day.



Don Shapiro is President of First Concepts Consultants, Inc., consultants to senior management on strategy, structure, organization development and marketing. Don Shapiro is writing a book "[Life Is A Fork In The Road](http://www.lifeisaforkintheroad.com/)" and needs your story to shape the book's conclusions.



@DonShapiro1



<http://www.linkedin.com/in/donshapiro>

<http://www.lifeisaforkintheroad.com/>

<http://www.facebook.com/lifeisaforkintheroad>



Character-Based Leadership Must be *Modeled Daily*

Character-based leadership
requires putting to action those
ideals that we hold true.



David Wachs is president of Concentric Security Construction and Perimeter Security Construction, a single-source for physical security products and know-how. He's an active family man, church worker, AUBURN Tiger, Christian.



@DavidWachs



<http://www.linkedin.com/pub/david-wachs/10/6bb/493>

<http://concentricsecurity.com>



LeaderPalooza permitted me to find the shared wisdom,
guidance, insights and motivation for which I have been
searching.

Many young and emerging
leaders have achieved more than
they thought possible because
someone believed in them.



Chris Zaucha is the co-founder and Vice President/CFO of Innovative Glazing Systems, Inc. (IGS), a sub-specialty Union contractor in the field of glass and glazing. As the VP/CFO for IGS, he is responsible for operations, finance and administration, marketing, and communications. He has authored several articles for CFMA Building Profits and ICCIFP Inside the Institute on issues such as leadership, mentoring, time management, volunteering, social media, and other timely topics - all of which can be found on his blog CFO Insights (www.cfoinsights.net)



@czaucha



www.linkedin.com/pub/e-christopher-zaucha/12/119/6b0

www.igs-inc.net