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#### Quotable Quotes

*"Treat people as if they were what they ought to be, and you may help them to become what they are capable of being." ~ Johann Wolfgang van Goethe*

*"You can give without loving, but you cannot love without giving." ~ Mark Graham*

*"One of the greatest gifts you can give to your children is the development of a parent and being the best role model your child has ever witnessed." ~ Joseph Mercado*

*"If your actions create a legacy that inspires others to dream more, learn more, do more and become more, then, you are an excellent leader." ~ Dolly Parton*

Dear Jean,

Over the next few months I will be looking at leadership and how it grows in different groups within our communities. It was suggested that I write about parenting and leadership. An interesting topic for me to explore as I am not a parent. I mentioned this fact as a perceived challenge to a dear friend who very quickly reminded me that I had parents who were amazing role models and as a teacher I witnessed parenting styles at its best and at its worst. Both of these statements are true, so I am stepping up to my perceived challenge for this topic with little direct experience. And as I do for all my newsletters, I did a little research to see what others also have to say on this topic. You, my readers are sure to have more to add - please do. Let me know what you agree with (or don't) and what you might add to broaden all our horizons. I know

that for those of you that are parents, your children have given you the best feedback on growing into their leadership styles.

With Joy,  
Jean

## Leadership and Parenting: Modeling Behaviors *by Jean Strosinski*

I was raised by two amazing individuals - a mother and father who believed I could do anything I put my mind to and that treating people with kindness and as equals would always serve me well in life. My father modeled kindness to others and a "can do" attitude that fostered a wisdom and knowledge that others often sought out. My mother stepped up to model practical parenting leadership activities as she served as classroom "Mom," a Girl Scout Leader, and a school librarian volunteer.



Growing up I was consistently encouraged to be engaged in group or team activities - Girl Scouts, Keyettes Service Club, and American Red Cross volunteer. I was also encouraged a few times to run for class officer positions - and lost each time. Where I found my passion was in serving as a volunteer - always starting out as a secretary or treasurer on a leadership committee and later stepping into the presidency role. Being an introvert never made the first step to join a group or say yes to running for an office easy. Instead I was encouraged to always think of these experiences as an opportunity to learn and realize it was part of "growing up." "The Win" was never the goal, never an achievement of one person. Instead, success was a result of being able to work with others with all on an equal footing of being leaders.

In my research I discovered an article by Virginia O'Brien (2003, [www.columbiaconsult.com](http://www.columbiaconsult.com)) sharing nine ways in which parenting and leadership skills overlap. Her intention was to raise our awareness of our own leadership skill sets and "*recognize what you do well at home can apply at work, and what you do well at work can apply at home.*" Ms. O'Brien tells us that parenting and leadership both require the following:

- Vision
- Passion, determination and commitment
- Ability to motivate and inspire others to accomplish their goals
- Being directive and collaborative
- Trust and integrity
- Clear, consistent, two-way communication
- Emotional intelligence
- Positive attitude as well as flexibility
- Authenticity

Do you recognize how many of these have been discussed in this year's previous articles on the many aspects of leadership? Almost all of these have come up in the discussion of leadership characteristics. Below are a few gems Ms. O'Brien shares for each of these nine parenting and leadership skills.

Vision - In good times and bad, we have a job to sustain hope for the future and keep their beliefs alive that they will contribute to the greater good. We are their pillars of strength.

Passion, determination and commitment - we must be willing to make the sacrifices to help others get to where they need to go - even when other issues demand our attention. Having passion about our families and our work keeps us charged.

Ability to motivate and inspire children and employees to accomplish their goals - Positive reinforcement vs. punishment is the best way to motivate and inspire. Do you know what motivates your kids and your employees. The best way to do this is to provide a good example - role model the behaviors you are seeking.

Being direct and collaborative - We need to know when to hold others accountable and when to be collaborative and uses a consensus decision making model. Kids and employees need to grow at their own speed and make their own mistakes and we need to know when to be decisive and how to be confident and ensure our actions back up our choices.

Trust and integrity - Do what you say you will do. Give support as needed, establish boundaries and act with integrity in all that you do.

Clear, consistent, two-way communication - Listen and hear what others are saying. Be consistent with our messages. Act with empathy, be the champion, have clear expectations, understand other perspectives and give relevant and constructive feedback.

Emotional intelligence - Control our own emotions and know how to handle the emotions of others. Be self-aware and self-confident. Be grounded and in control - manage well.

Positive attitude as well as flexibility - Demonstrate positivity, a 'can-do' attitude, be flexible and adaptable - create safe environments for our kids and our employees. Adjust to change and deal positively with negative outcomes.

Authenticity - Our values impact those who depend on us. Being in touch with and living our values allows us to find happiness and fulfillment. Demonstrate these and impart your values to others.

## **Tools and Resources FROM THE BOOKSHELF**

[7 Principles of Inspiring Kids to Become Leaders](#) by Hannah Raybans (Kindle Edition)

[Leadership Education: The Phases of Learning](#) by Oliver DeMille and Rachel DeMille (2013)

[Youth Leadership: A Guide to Understanding Leadership Development in Adolescents](#) by Josephine A. van Linden and Carl Fertman (1998)

[Leadership and Parenting: The Key to Success](#) by Wayne Hoss (2015)

## **THE INTERNET CONNECTIONS**

[Leadership Begins at Home](#) - Parents, you are the earliest and most influential influence on your child. Take the time to...

## Raising Children with Love and Leadership

### Reflection

Of the nine skill sets described above, where are you strong? What skills sets could you manage and model more effectively? Are there any of the nine that are strong in your work environments and not strong at home? Or are there any of these skills that are strong at home and not as effective at work?

Consider the following questions posed by Ms. O'Brien at the end of her article. Choose one of these questions each week for the next five weeks and journal your responses. What do you know about yourself now as you reflect on these questions?

1. *What do my employees think of my leadership abilities?*
2. *What do my kids think of my parenting abilities?*
3. *What overlapping areas of leadership and parenting have I not previously recognized?*
4. *What areas do I need to work on?*
5. *What do I need to do to make my skills more transferable?*

Are you willing now to share some of your insights with your work colleagues/team or your partner?

### Choose To

Develop others ... model the best of your leadership qualities ... clarify your vision ... be passionate about your family and your work ... inspire your children and your employees ... be decisive and hold others accountable ... collaborate and support others' growth and development ... live in integrity ... listen and listen some more ... manage your emotions and the emotions of others ... infuse positivity in your life ... live your values.



### July Joyful Observances

Dog Days (July 7 - August 11)

Family Reunion Month

National Make a Difference to Children Month

Freedom Week (July 4-10)

Comic Con International (July 9-12)

[National Parenting Gifted Children Week](#) (July 19-26; 3rd full week)

Everybody Deserves a Massage Week (July 19-25)

Father-Daughter Take a Walk Together Day (July 7)

[Cow Appreciation Day \(Chick-fil-A\) Dress Like a Cow Day](#) and get a free sandwich (July 10)

Get to Know Your Customers Day (July 16)

Toss Away the "Could Haves" and "Should Haves" Day (July 18)

Global Hug Your Kid Day (July 20)

[Parents' Day](#) (July 26)

## **Administrivia**

My Constructive Choices Audience...

- \* Professionals wanting to be at choice in their career and daily work,
- \* New managers (and aspiring leaders) transitioning to establish a leadership role in their communities,
- \* Individuals wanting to sort through the choices, build a more fulfilling life, live their voices, and...
- \* Coaches who choose to step out, show up, and say - YES, it IS all about YOU!

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