



# LIFE LINE

Volume 1, Issue 1

JULY 2012

## LIFE

Leadership Inventory for Female Executives

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Welcome to the first edition of the newsletter of the Leadership Inventory for Female Executives (LIFE) program. We have called this newsletter LIFE LINE for a good reason. It is our hope and vision that the information and news we bring you will be both educational and inspirational.

By definition LIFE LINE has several different meanings: It can be an anchored line thrown as a support to someone falling or drowning, a line that is regarded as a source of salvation in a crisis, and not to mention it is the diagonal line crossing the palm of the hand and believed to indicate the

length and major events of one's life.

Metaphorically speaking each one of these meanings relates back to the purpose we hold for this newsletter. We hope this will be a place where you can share your stories with us and each other as a support network. Although we don't want anyone in crisis, we trust this will be a source of connection and inspiration for alumni to have the courage to lead. We look forward to providing a space for all to share the events in your lives.



LEMIT

Besides extending a welcome to you as a reader, we also want to extend an invitation to you to be a contributor.

If you have participated in the LIFE program, we hope that in a small way this newsletter will keep you connected with that experience.

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Nov 5 - 9, 2012

Leadership Inventory for Female Executives (LIFE)

November 12, 2012

LIFE Series: *Women Incident Commanders – Tales from the Hot Seat*

March 18-22, 2013

Leadership Inventory for Female Executives (LIFE)

**Tracie Baker**—Arlington PD, promotion to Lieutenant May 2012

**Cathleen Cavazos**—TABC promoted to Lieutenant moved to Austin.

## Brag a Bunch

**Madaline Chance**—Constable Lamar Co. Pct. 1, Re-Elected as Constable by a 14 vote victory

**Kelle Hall**—Accepted a new position with the Highland Park Police Department and has moved to the Dallas area

**Catrina Shead**—Dallas PD, promoted to Assistant Chief July, 2012

**LaTasha Watson**—Arlington PD, promoted to Lieutenant November 2011 and was selected as the Supervisor of the Year

## How LIFE Began

The Professional Development Program (PDP) is a new leadership initiative consisting of a suite of specialized personalized development opportunities at the Bill Blackwood Law Enforcement Management Institute of Texas. Leadership Inventory for Female Executives (LIFE), designed for aspiring and exist-



ing female executives in law enforcement, is the first program under the PDP series.

The need for professional development designed specifically for females in law enforcement aligns with the new strategic repositioning plan recently adopted by the Institute; the plan highlighted the paucity of such professional development and identified the need

for women executive training.

"LIFE is a program that was designed to empower females in their own way. Understanding that there is substantial level of support for what and how female executives in law enforcement lead.," said Dr. Rita Watkins, Executive Director of LEMIT.

LIFE was conceived to promote leadership development opportunities for women and its aim is to empower current and future female leaders with self-assessment and problem-solving tools to advance in their careers.

## Make a Difference in LIFE

**People who make a difference in life have . . . .**

**Initiative** - being a self-starter with contagious energy

**Vision** - seeing beyond the obvious, claiming new objectives

**Unselfishness** - releasing the controls and the glory

**Teamwork** - involving, encouraging, and supporting others

**Faithfulness** - hanging in there in season and out

**Enthusiasm** - providing affirmation, excitement to the task

**Discipline** - modeling great character regardless of the odds

**Confidence** - representing security, faith, and determination

Charles R. Swindoll

**Kind words can be short and easy to speak,  
but their echoes are truly endless  
Mother Teresa**

## LIFE...

Life is bliss, taste it

Life is a dream, realize it

Life is a challenge, meet it

Life is a duty, complete it

Life is a game, play it

Life is a promise, fulfill it

Life is sorrow, overcome it

Life is a song, sing it

Life is a struggle, accept it

Life is a tragedy, comfort it

Life is an adventure, dare it

Life is luck, make it

Life is too precious, do not destroy it

Life is life, fight for it

Mother Teresa



## Food for Thought

Living a life that matters doesn't happen by accident. It's not a matter of circumstance but of choice. So choose to live a life that matters  
**Unknown Author**

The people who are lifting the world onward and upward are those who encourage more than they criticize  
**Elizabeth Harrison**

Something which we think is impossible now is not impossible in another decade

**Constance Baker Motley (First Black Woman in the U.S. to become a Federal Judge)**

Doing the best at this moment puts you in the best place for the next moment  
**Oprah Winfrey**

If you think you can, or you think you can't...You're probably right!  
**Henry Ford**



## What can a Leader do?

**Leslie Smith**

What can a leader do to "lead" the followers? They can recognize the basic value of the people and provide them with the means and motivation to achieve the goals of the organization. For example, veterans can be honored for their hard work with commendations for their achievements. Seek the Boomers input, get their consensus on situations and reward their work ethic and long hours. Give Xers lots of projects and let them take con-

trol of prioritizing and juggling. Give Xers constant constructive feedback. Learn about Nexters personal goals and show them how those goals may align with the organizational goals. And finally to get the most out of Gen Y workers, create an environment where they are encouraged and rewarded for speaking up regarding ideas and concerns, regardless of level in the organization

There is no recipe in the cookbook of leadership that is a clear cut winner. A leader can be made from any type of person anytime a problem or crisis presents itself. Often the only thing two leaders have in common is initiative and desire. Leaders are those who have an extraordinary passion for the ordinary people and never lose sight of the fact that **leadership is an activity, not a position.**

## The Leadership Challenge

**Leslie Smith**

Looking for a good book on leadership? Give the Leadership Challenge by James Kouzes and Barry Posner a try. Kouzes and Posner discovered through their studies of personal best leadership experiences that ordinary people who guide others along pioneering journeys follow similar paths. The Leadership Challenge is not about leaders themselves, but rather about leadership as a whole. There

are two sides to the leadership coin, the leaders and the constituents. One side of the coin cannot be successful without the support of the other.

The Leadership Challenge is about people that seize the opportunity to lead others into greatness. It is about how the time honored systems of punishment, rewards, control and scrutiny give way to innovation, individual character and the courage of convic-

tions. Leadership is not reserved for just the charismatic individuals, but rather it is a process ordinary people use when they are demonstrating the best for themselves and others.

No matter what the circumstances, leadership is a relationship. The ability to cultivate these relationships, practice at these relationships, is the heart of the leadership challenge.

## Do you know how you lead? Ask yourself—ask others...

Magdalena Denham

Know thyself. Good leaders exercise reflective practice. If you do not know your style, your conflict resolution skills, your motivators and de-motivators, your brand in the eyes of others, you may be wasting creative energy, you may be losing battles that are important for you to win at work and at home. I believe strongly in the power of self-inquiry, every day, for always. Pick a time in a day, a regular time, to think about a dimension of yourself.

Pick a time in a week or in a month, each week or month, to do an assessment like **Thomas-Kilman Conflict Mode Instrument, Birkman Method, Kouzes Posner Leadership Practices Inventory**—take them, treat yourself to know yourself. It is as important of nourishment to your self as massage for your body. Then, ask others. What they will tell you will make you a better leader. Inquire about 360 degrees type processes.

Promote them in your agency, support them, believe in them as a development tool. Most important—be ready to accept what people tell you when you use those assessments. It may be unexpected, it may be hard, but you are not doing it because it is easy. You are doing it because you believe in your own excellence. And you know what—your people will love to tell you how to soar!

In LIFE, we believe in professional networking — LEMIT is a proud sponsor of one 1-year professional membership to NAWLEE. The lucky winner is Lt. Shelley Knight, Dallas County SO.



### LIFE

The concept of the Leadership Inventory for Female Executives (LIFE) program at LEMIT owes its existence to two amazing women, Diane Lowe and Magdalena Denham. Their work has resulted in an amazing venue for females to genuinely reflect about their careers. The LIFE course is designed to be a personal developmental process and one that will assist you in all your life.

The career journey starts with understanding inherent strengths and being prepared for blind spots. It is the aim of LIFE to provide for this personal examination. It is also because of the LIFE program that participants leave acknowledging what are the key ingredients to both personal and professional career satisfaction.

People are like stained-glass windows.  
They sparkle and shine when the sun is out,  
but when the darkness sets in,  
their **true beauty is revealed** only if  
**there is a light from within.**  
- Elizabeth Kübler-Ross.

This quote is one that reminds me of the essence of the LIFE course and why it was created. It is my desire that participants of LIFE return home and then to work motivated and energized for making a difference in others' lives. And it starts with knowing oneself first.

Thank you to each of the LIFE participants, your willingness to courageously take the steps to reflect about yourself and learn. I hope you have found LIFE fulfilling and personally rewarding.

Appreciatively,  
Rita J. Watkins

# LIFE Wall of Fame — Who inspires us?



I was born into slavery and was sold for the first time at the age of 9 with a flock of sheep. I fought for the abolition of slavery. I met with president Lincoln and shared thoughts with him. **I was brave. I freed myself.**

**Sejourner Truth**

I designed and created my own uniform and wore Policewoman's **badge number 1**. I created the International Police Women's organization. I was the first American born female officer in the United States with arrest powers.

**Alice Stebbins Wells**



## PASS ON THE TORCH - MENTOR, INSPIRE, GROW



For the same reason kids say "It's not FAIR!" - **Gloria Steinem**



You thought I was done? Never—time for Oprah's next chapter.



My spirit lives in School for Young Female Leaders

**Ann Richards**



My art empowers victims of family violence—yes, I save life through graffiti—  
**Pannela Castro**



I am an activist. I am an ambassador at the UN. For the biggest role in my life I got the Global Humanitarian Award.

**Angelina Jolie**



I am a survivor. I can handle the limelight. My passion is anchoring women sporting events.

**Robin Roberts**



*I am a feminist icon*

We extend welcome to our newest LIFE members — we all are



Your **LIFE LINE**



**From top left across:** Janice Reeves/Houston ISD PD, Kelli Boomer, Williamson County SO, Michelle Rayner-Lenoir, White Settlement PD, Willemina Edwards, Dallas PD, Miryam Anderson, Harlingen PD, Catrina Shead, Dallas PD, Susan Stewart, TSU San Marcos PD, Janet Stark, Lone Star College PD

**Top left second and down:** Anna Gaucin, Brownsville ISD PD, Karen Coleman, Alief ISD PD, Jillian Blake, TDCJ/OIG, Clara Brown, DPS

**Top right down:** Lenora Rhodes, Corsicana PD

**Front left to right:** Clara Brown, DPS, Renee Koog, Georgetown PD, Magdalena and Diane, LEMIT, Jessica Foehr, Pflugerville ISD PD, Shelley Knight, Dallas County SO, Bernardina Trujillo, SMU PD

We are online at [lemitonline.org](http://lemitonline.org)



## Feed Back

Diane Lowe

Do you give feedback? You have probably said...Yes.

Whether this is as an HR specialist or a manager etc... feedback is really important. However, do you check your motives at the door?

Feedback should be given for 2 reasons and 2 reasons only.

1. To improve behavior
2. To reaffirm current behavior that is good.

When improving behavior remember to outline what behavior AND attributes need improving. It is not acceptable to say 'You are aggressive'. You need to outline the behavior... 'You slammed down your pencil, spoke loudly etc...'

This needs to be done within 24 hours of the behavior to have the required professional impact.

Expect the person to be defensive...it is normal reaction to questioning of behaviors. Counter this by having an example of how the unacceptable behavior can be improved..... ' instead of slamming down your pencil could you go for a short break to calm down before returning to the office?'

Whatever the feedback... Remember, check your motives at the door....



Please direct comments, suggestions, and inquiries to our Editor-in-Chief at [lsmith@littleelm.org](mailto:lsmith@littleelm.org)

**Entry deadline for next publication**

**Friday October 12, 2012**