



LIFE LINE

Volume 4, Issue 1

February 24, 2015

LIFE

**Leadership Inventory
for Female Executives**

LIFE Starts in Arizona

Paula Veach

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The week of November 3 brought 23 women from 16 law enforcement agencies across the state of Arizona to the first LIFE conference held in the United States outside of Texas. Moving LIFE across state lines was born out of an Action Plan I

developed while attending LIFE in 2013 as part of class 7. I am a Phoenix Police lieutenant and was welcomed to LIFE in Texas through my doctoral research at Arizona State University.

The LIFE program

addressed much of what is noted in academic research as challenges women face in law enforcement. The Action Plan allowed me to think critically about how I could make a difference for women in my profession. I am grateful for the support Diane provided through this process and have grown as a result of this experience.

A circle of women may be the most powerful force known to humanity. The women in Arizona law enforcement look forward to partnering with our Texas LIFE co-hort in developing rich relationships that cross organizational and state boundaries.

LIFE'S BRAGS

Melissa Allen-North Richland Hills Police Department-Class 11- Promoted to Sergeant.

Janet Stark—Lone Star College PD- Class 4- Promoted to Sergeant.

Lieutenant Laura Samples—Longview PD- Class 6- received a Master's degree in Human Resources Management



Detective Darcus Shorten—Houston PD- Class 7— Received the African American Police Officers League Award.



Yadira Estrada—Houston PD-Class 8- Promoted to Sergeant

Calendar of Upcoming Events

Date	Class Name
April 13-17, 2015	LIFE 12
July 6-9, 2015	Third Annual LIFE Conference
July 13-17, 2015	LIFE 13
November 9-13, 2015	LIFE 14

Arizona LIFE Poem

We all have travelled on different paths,
choked full of joy and tears and laughs.

Sometimes our feet stuck in the snow,
from things we wish we didn't know.

We've been building walls some too old to date,
from fear and love, regret and hate.

Some rooms are bright and full of sound,
others are filled with doubt-enough to make you
drown.

Some full of lessons that we've learned,
and regrets from bridges that we've burned.

Different paths but much the same,
a different woman, a different name.

Now that our paths have truly crossed
we mustn't lose that which was lost.

Debt owed to those that came before who had it hard,
but opened the door, for us to walk a clearer way,

And bring with us leaders of today.

Leaving today with what we need to help each other
succeed.

Through thick, thin and all sorts of strife,
Better off now that we've experienced LIFE.

3rd Annual LIFE Conference

“Coming Back to LIFE”

LEMIT Building

July 6-9, 2015

Registration Fee: \$50

Payment Link will be emailed with confirmation letter.

University Hotel

Sam Houston State University

1610 Bobby K. Marks

936-291-2151

Code: LIFE

\$82.95 per night (Plus Tax)

~

Conference Survey

<https://www.surveymonkey.com/s/LIFEConference2015>

The survey will close on Friday
March 13 at midnight

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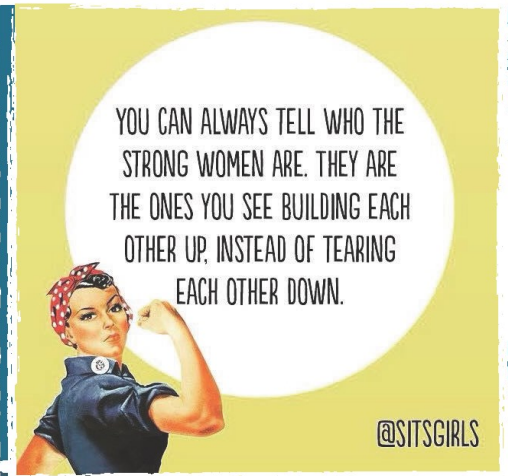
LIFE
 Leadership
 Integrity
 Family
 Empowerment

LIFE at LEMIT

Alumni Association

— ★ —

*Leadership Inventory for
 Female Executives*



3rd Annual Conference

“Coming Back To LIFE”



The LIFE at LEMIT Alumni Association invites you to Come Back To Life with us July 6-9, 2015

- ▶ Featured speakers include Diane Lowe presenting a LIFE Refresher Seminar, Dawn Lewis and Dr. Rita Watkins.
- ▶ Valuable training topics include Promotional Process Preparation, Ethics and Integrity, Health, Wellness and Balance, and much more!
- ▶ Networking and social activities for members AND families!
- ▶ Stay tuned for more information and details

Registration Fee ~ \$50.00 www.lemitonline.org
 Yvette Shorten ~ wys001@shsu.edu ~ (936) 294-3851

A Tribute to Anna "Lita" Sifuentez

Leadership Inventory for Female Executives (L.I.F.E.)

Presented in

Memory of Mrs. Anna "Lita" Sifuentez

Saturday, January 17, 2015; Hiller Funeral Home 2301 E.
29th St., Bryan, Texas 88082

Whereas: God, in his infinite wisdom has seen fit to move from our midst our beloved sister Officer Anna "Lita" Sifuentez.

Whereas: The members of the L.I.F.E., desire for the family to know that it is with deep sadness and a sense of great loss the we gather to bid a proper Christian valediction to your beloved and respected Anna Sifuentez.

Whereas: Lita was a loving and gentle wife, sister, mother and great friend who instilled in her family in addition to other whom paths she crossed a strong relationship with God and with each other. A gentle spirit, lover of life, mentor, guiding force and caring, she was quite an individual.

Whereas: Although, we will mourn the loss of Lita, we are consoled by the words of Jesus Christ who said, "In my father's house are many mansions: If it were not so, I would have told you. I go to prepare a place for you. And if I go and prepare a place for you, I will come again, and receive you unto myself; that where I am, there ye may be also (John 14:3 &4). Therefore be it resolved that we support and embrace Lita's loving family by demonstrating our love for her to you.

Whereas: We know, dear loved ones of Anna "Lita" Sifuentez that your sorrow is great and that you are sad to see her go. Recognizing that you loss is Heaven's gain. The following poem "Guarantee Things" by Marc Turner will now be read in Honor of Officer Anna "Lita" Sifuentez.



*The past several months have been quite slow go
Like watching from afar a mystifying show
The night and days have become just a blur
A hellish nightmare from which one can't stir*

*Then without any knowledge of how it would be
The blur goes away and we start to clearly see
A strength from within holds us up for the fight
When a Police Officer dies, there are some guaranteed things
Mostly surely of which is their badge turns into wings
Wings of an angel that they will now be
Not confined by the body, their souls free*

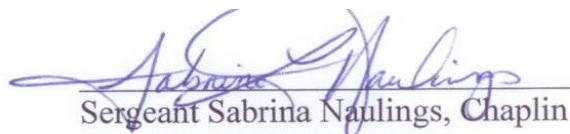
*If Lita could talk to us now, she would likely just say
Remember me often, at least once a day*

*When you feel warmth surround you, as you lay down
at night*

Know that it's me, I'm okay...it's alright

*Lita may be gone from our sight, but not from our heart
Making ready for us, when it's our time to part
Together again... we will all someday be
Giving strength to others, because now we fly free...*

Honorably submitted : by the Bill Blackwood law Enforcement Management Institute of Texas, Leadership Inventory for Female Executives (LIFE) Association this day, the 17th , of January, in the year of our Lord 2015.


Sergeant Sabrina Naulings, Chaplin

2nd Annual LIFE Conference

LIFE is Before Us!

Rebecca Bowden

This statement could not be more true as the Leadership Inventory for Female Executives Second Annual Conference came to a close on July 18, 2014.

After a year of planning it finally came together. Old friends and classmates met up once again to network, relax and enjoy each other's company, but wait, that wasn't all.... There were important discussions on education and what was going on in each of our own organizations. Speaking of organizations just what did this mean to us as a group? Were we just another group? We had raffles and collected money and sent ladies to the National Association of Women Law Enforcement Executives Conference (NAWLEE).

Did this make us special? LEMIT has

been wonderful to us and has given us so many opportunities with the LIFE program and we are so grateful, but LEMIT can only do so much for us as a group and we decided we needed something more.

We decided to step it up a notch, to grow, to insure more quality within our own group, within our own education and resources. We decided to take the next step and become our own Organization. We voted in our very own Executive Board! We will have committees who will oversee what educational opportunities will be offered during our conferences in the future and possibly the location of where our conferences will be held. There will be many more opportunities for our group to grow as an organization

now and not be limited by any of the restrictions we may have faced in the past.

LIFE is certainly before us! Join me in congratulating our new L.I.F.E. Alumnae Association Officers and be proud of what our future has in store for us!



L.I.F.E. Alumnae Association Officers

President:	Shelley Knight
Vice President:	Lita Sifuentes
Secretary:	Courtney Mize
Treasurer:	Renee Koog
Sgt. At Arms:	Paula Klaunch
Sgt. At Arms:	Rebecca Bowden
Public Relations Chair:	Amy Janik
At-Large Position:	Yvette Shorten
At-Large Position:	Diane Lowe
At-Large Position:	Rita Watkins
PR LIFE Line Editor:	Leslie Smith
PR Social Media Mgr.:	Sue Taylor
PR Historian:	Eline Moya
Chaplain:	Sabrina Naulings
Chaplain:	Shamara Garner

Building Trust Inside Your Team:

Creating a Strong, Cohesive Group



Build trust between team members.

© iStockphoto/skyneshner

You may be deceived if you trust too much, but you will live in torment if you don't trust enough.

– Frank Crane, American minister and author

Have you ever managed people who didn't trust one another? If you have, then you'll know how challenging and draining this can be.

A team without trust isn't really a team: it's just a group of individuals, working together, often making disappointing progress. They may not share information, they might battle over rights and responsibilities, and they may not cooperate with one another. It doesn't matter how capable or talented your people are, they may never reach their full potential if trust isn't present.

However, when trust is in place, each individual in the team becomes stronger, because he or she is part of an effective, cohesive group. When people trust one another, the group can achieve truly meaningful goals.

So how can you, as a leader, help your team build the trust that it needs to flourish? In this article we'll look at the issue of trust within teams, why it's important, and what you can do to build it.

The Importance of Trust

One definition describes trust as a "reliance on the character, ability, strength, or truth of someone or something."

Think about that definition for a moment. Trust means that you rely on someone else to do the right thing. You believe in the person's integrity and strength, to the extent that you're able to put yourself on the line, at some risk to yourself.

Trust is essential to an effective team, because it provides a sense of safety. When your team members feel safe with each other, they feel comfortable to open up, take appropriate risks, and expose vulnerabilities.

Without trust there's less innovation, collaboration, creative thinking, and productivity, and people spend their time protecting themselves and their interests – this is time that should be spent helping the group attain its goals.

Trust is also essential for knowledge sharing. A study published in the "Journal of Knowledge Management" found that trust was a key element in a team's knowledge acquisition. Put simply, if your team members trust one another, they're far more likely to share knowledge, and communicate openly.

Strategies for Building Trust

As a leader, what can you do to create a culture of trust within your team?

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1. Lead by Example

If you want to build trust within your team, then lead by example, and show your people that you trust others. This means trusting your team, your colleagues, and your boss.

Never forget that your team members are always watching and taking cues from you – take the opportunity to show them what trust in others really looks like.

2. Communicate Openly

Open communication is essential for building trust. You need to get everyone on your team talking to one another in an honest, meaningful way, and you can use several strategies to accomplish this.

First, create a **team charter** to define the purpose of the team, as well as each person's role. Present this charter at the first team meeting, and encourage each team member to ask questions, and discuss his or her expectations.

Next, consider organizing **team building exercises**. When chosen carefully and planned well, these exercises can help "break the ice" and encourage people to open up and start communicating.

Note:

It's useful to help your people understand that other people's approaches and insights can be as valid as their own. This is where psychometric instruments such as **Myers-Briggs Personality Testing** and the **Margerison-McCann Team Management Profile** can help people understand and appreciate those that they work with, even when these people have quite different approaches.

Meet regularly, so that all team members have a chance to talk about their progress, and discuss any problems that they're experiencing. This time spent face-to-face is an important part of getting to know each other. It also creates opportunities for team members to talk, and to help one another solve problems.

Make sure that you "walk the talk" here: whenever you have important or relevant information to share, do so immediately. Demonstrate that open communication is important to you by consistently sharing with the group. The more you share with your team members, and thereby prove that you have no hidden agenda, the more

comfortable they'll feel trusting you and each other.

3. Know Each Other Personally

One way to build trust is to encourage your team members to see their colleagues as people. Think about creating situations that help them share personal stories, and bond.

Do this by asking sensitively about their family, or about their hobbies. Start by sharing some personal information about yourself, and then ask someone else about a hobby, or a musical interest.

Another way to get the team acquainted, and to form stronger bonds, is to **socialize after work** or at lunch.

For example, you could set aside time each week for informal group discussions. Consider asking team members to put forward suggestions on topics you could all cover. To start with, you could start a discussion around **values**. Share some of your own values, and encourage others to share theirs. Values are important to most people, and starting a conversation that allows people to share them highlights your team's humanity.

Note:

Use your own best judgment when asking team members or colleagues personal questions – don't invade their privacy!

4. Don't Place Blame

When people work together, honest mistakes and disappointments happen, and it's easy to blame someone who causes these. However, when everyone starts pointing fingers, an unpleasant atmosphere can quickly develop. This lowers morale, undermines trust, and is ultimately unproductive.

Instead, encourage everyone in your group to think about the mistake in a constructive way. What can you all do to fix what happened, and move forward together? And how can you make sure that this mistake doesn't happen again?

5. Discourage Cliques

Sometimes, cliques can form within a team, often between team members who share common interests or work tasks. However, these groups can – even inadvertently – make others feel isolated. They can also undermine trust between group members.

Start an open discussion about this with your team members, and see what they think about cliques and their effect on other group members. Only by addressing the issue openly can you discourage this damaging behavior.

6. Discuss Trust Issues

If you manage an established team that has trust issues, it's essential to find out how these problems originate, so that you can come up with a strategy for overcoming them.

Consider giving team members a questionnaire to fill out anonymously. Ask them about the level of trust within the group, as well as why they think there's a lack of trust. Once you've read the results, get everyone together to talk about these issues (but make sure that you respect the anonymity of the survey!)

Building Trust Virtually

If you **manage a virtual team**, then you might be working with a group of people who have never met face to face, or who have never spoken to one another personally. So, how can you build trust between people who are hundreds – if not thousands – of miles apart?

You can apply some of the advice above when you're working with a virtual team. Schedule a virtual "meet and greet" if it's a new team, to help everyone get to know one another as individuals. Or, create a web page for your team's project, and ask everyone to write a paragraph or two about their personal history and interests.

A team charter is still important for defining the goals and expectations of the team. Make sure that the charter addresses roles, as well as processes for submitting work digitally. Make sure that the charter is as comprehensive as possible, so that people don't feel uncertain or fearful about the work they're doing.

Next, make sure that everyone on the team is aware of other team members' expertise and skills, as well as the value that each individual contributes to the group.

Encourage your team members to treat each other just as they would if they were working face to face. This means that team members should make every effort to be on time for conference calls or web meetings, and that they should let the rest of the team know when they'll be absent, or on vacation.

It's particularly important to follow through on the promises you make, and to set an example for everyone else. Keeping your promises is incredibly important in a virtual team, because your word is often all you can give. Positive follow-through builds trust quickly, and can raise the entire group's tone and expectations.

Key Points

Trust is an essential element in team productivity. Without it, you're unlikely to get anything meaningful done. But with it, teams can accomplish everything they set out to do... and more.

As a leader, it's important that you set an example. Show your team members how critical trust is to you by demonstrating your trust in them, as well as in your colleagues.

Next, make an effort to help everyone get to know each other on a personal level. Encourage conversations on values, family, or hobbies. Last, discourage cliques, if you feel that they're damaging to the group's trust and morale.

Email Brags, Articles and Pictures to

Stephanie O'Bannon at sao003@shsu.edu by **June 12th** for the summer edition of **LIFELINE**.

If your email address has changed over the past year please notify Stephanie.

A Thank You From Walk for PI



Pictured: Diane Lowe, Magdalena and Mark Denham, Jerry Shorten, Marcia Boyle (IDF President), Yvette Shorten, Bobette McGilberry and Family, Renee Koog and Family, Linda Bell-Robinson (not pictured).

I would like to extend a heartfelt **“THANK YOU”** to my LIFE sisters who attended the Walk for PI (Primary Immune Deficiency) and to those who were there in spirit. We surpassed our 30k goal and had over 400 participants. The spirits were high from beginning to end, there were nothing but positive remarks and everyone was eager to share their stories. The connection with newly diagnosed patients and with patients outside the Houston, area was immeasurable. The highlight of the day was the reading of the Proclamation from the City of Houston proclaiming November 9th as Primary Immune Deficiency Day.

– “THANK YOU”!



Many blessings,

Yvette