

In the News...

INSIDE THIS ISSUE

- LSM Class of 2016–
Session Two: History &
Heritage
- October Lunch ‘n Learn–
Permit and Growth Trends
- Remarks from President
- Remarks from Executive
Director
- Alumni Information
- Feedback Welcome

The new LSM Class of 2016 recently participated in their second class session which focused on the history and heritage of San Marcos. Session Two was held on Tuesday, October 14th and provided great insight into such places as the Charles S. Cock House, Merriman Cabin, downtown San Marcos and more. The class developed a working knowledge and appreciation for the historic people and places in our wonderful San Marcos community.

NEW LSM CLASS OF 2016 SESSION TWO



The LSM Class of 2016 is pictured here at the steps of the Hays County Courthouse which was one of the many stops during the History & Heritage session.



MARK YOUR CALENDARS

November 11– Session Three:
Education

November 18– Regular Board
Meeting

December 9– Session Four

December 16– Regular Board
Meeting

Mission of Leadership San Marcos

To identify, inform, educate, and motivate individuals to participate in programs and activities that will improve the San Marcos community.

SESSION TWO— HISTORY & HERITAGE

Session Two, always a class favorite, found our newest members learning and embracing the history and heritage of San Marcos. Led by the always dynamic Rodney van Oudekerke, we began our day at the Charles S. Cock House and Merriman Cabin where we learned how San Marcos initially became an established settlement. Then the class traveled to the historical home of Thea Dake where we got to hear stories about the home's early residents and see the architectural legacy they left behind. Pushing onward, we arrived at Diana Baker's historical residence and learned about some of the first families to settle San Marcos.

After lunch, the group traveled to The San Marcos Cemetery and enjoyed a tour. To have a closer look into the heart of our community, we ventured to the Centro Cultural Hispano de San Marcos. We finished up the day touring the the Hays County Court House and Historic Square.

Thank you to all speakers and sponsors for making Session Two a huge success. A special thank you also goes out to James K. Baker, M.D. with Lone Star Orthopedics.

Session Three, which focuses on Education, will be held on Tuesday, November 12th. We look forward to seeing you there!





OCTOBER LUNCH 'N LEARN- PERMIT AND GROWTH TRENDS

Abigail Gillfillan, Permit Center Manager for the City of San Marcos was the guest speaker at the October Lunch 'n Learn which was held on Wednesday, October 22nd at Saltgrass Steakhouse. Ms. Gillfillan gave an update on the permit and growth trends in San Marcos, customer service in a regulatory organization and the role of development services in a fast growing community.

A special thanks to Jessica Jolly, Membership Development Chair, for coordinating the Lunch 'n Learn and to Mensor for generously donating the lunch.

Look out for more details for future Lunch 'n Learns in the coming LSM communications. If you have any suggestions or requests, please contact jessicajolly8@gmail.com.



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* Non-voting chair position

MESSAGE FROM THE PRESIDENT

The Art Of Delegation

John Adair, author of *The Inspirational Leader: How to Motivate, encourage and achieve success* (2003), commented that **'leadership is the most studied subject in the world and the least understood'**.

Leadership and management are commonly seen as the same thing, which they are not. Leadership is also misunderstood to mean directing and instructing people and making important decisions on behalf of an organization. Effective leadership is much more than these. Good leaders are followed chiefly because people trust and respect them, rather than the skills they possess. Leadership is about behavior first, skills second. Good leadership depends on attitudinal qualities, not management processes. Humanity is a way to describe these qualities, because this reflects the leader's vital relationship with people. - *Businessballs*

- Management is mostly about processes.
- Leadership is mostly about behavior.

'There is a difference between leadership and management. Leadership is of the spirit, compounded of personality and vision; it's practice is an art. Management is of the mind, a matter of accurate calculation, it's practice is a science. Managers are necessary: leaders are essential.' - quoted from Field Marshal Lord Slim

Delegating isn't always easy. It is good leadership practice to support and develop staff, this can only happen through by building their confidence and competence in their ability through supportive delegation. The most successful leaders are those who understand their staff and know how to motivate them through trust and personal development. Be creative in choosing levels of delegated responsibility, and always check with the other person that they are comfortable with your chosen level. People are generally capable of doing far more than you imagine.

The ability to wisely and effectively delegate is a quality far more quiet than others, and yet one of the most crucial to a leader's success. Good delegation saves you time, develops your people, grooms a successor, and motivates. Poor delegation will cause you frustration, demotivates and confuses the other person, and fails to achieve the task or purpose itself. So it's a management skill that's worth improving. Finessing your brand vision is essential to creating an organized and efficient business, but if you don't learn to trust your team with that vision, you might never progress to the next stage. It's important to remember that trusting your team with your idea is a sign of strength, not weakness. The emails and tasks will begin to pile up, and the more you stretch yourself thin, the lower the quality of your work will become, and the less you will produce.

MESSAGE FROM THE PRESIDENT CONT'D

Source: <http://www.artofmanliness.com/2010/02/23/leadership-the-importance-of-knowing-how-to-delegate/>

Delegating frees you up to tackle the truly important aspects of your mission/business/project. Too many leaders, believing only they are able to do things just right, insist on being involved in every single detail of their missions. They believe that this ultra-hands-on approach is good for business because they're making sure everything gets done just so. **Pick the best people. Everything rests on having people that can successfully carry out the responsibilities you delegate just as well as could do yourself. Pick people who are creative and self-motivated enough to work without you constantly looking over their shoulder and giving instruction.**

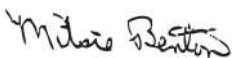
"The best executive is one who has sense enough to pick good people to do what he wants done, and self-restraint enough to keep from meddling with them while they do it." Quote from President Roosevelt

The key to delegation is identifying the strengths of your team, and capitalizing on them. Find out what each team member enjoys doing most. Chances are if they find that task more enjoyable, they will likely put more thought and effort behind it. This will not only prove to your team that you trust and believe in them, but will also free up your time to focus on the higher level tasks, that should not be delegated. It's a fine balance, but one that will have a huge impact on the productivity of your business.

Delegating increases the morale, confidence, and productivity of subordinates. A boss that takes over his subordinates' responsibilities, constantly looks over their shoulder, and sticks his nose in their every doing, creates very dissatisfied people. They feel like their leader has no confidence in them. **Give ample freedom for the subordinate to complete the task.** Once you delegate a responsibility, you are placing your trust in that subordinate to carry out the task. Conversely, bosses that give important responsibilities to their employees, along with the freedom to complete the task their way, builds his employees' innovation, morale, and satisfaction. It is crucial for a leader to show those under him that he trusts them. **Follow-up.** Giving ample freedom doesn't mean you never check in at all. Periodically follow-up with the person, not necessarily to stick your nose in what they're doing, but to see if they have any questions or concerns that need to be addressed.

Share in rewards and give credit and praise. When you ask others to take on responsibilities, you cannot ask them only to share in the risk and drudgery, and not the rewards and glory. When a project is a success, a leader gives credit where credit is due. And he treats his subordinates as true partners, listening to their feedback and respecting their ideas and opinions. A great leader understands that the man on the ground often has the best insights to offer on what is really going on and needs to be done.

Your President,



Mitsie Benton, President
Leadership San Marcos
Class 2011

MESSAGE FROM LSM EXECUTIVE DIRECTOR



Greetings Alumni,

Scattered around my home, on bookshelves, dresser tops, coffee tables, and bedside tables are a number of books that I fully intend to read one day, but most likely will not find the time for. The authors are all dead, white males, and the topic they have in common is the convergence of governance, social structures, and laws. I am slightly past the midpoint of a very-much abridged copy of Montesquieu's *The Spirit of Laws*. It is noted in the forward that in their copies of the original, which dated around the mid-eighteenth century, John Adams and Thomas Jefferson both scribbled numerous margin notes, and the ideas contained in the book heavily influenced the ultimate structure of our original government. To be very brief, he describes three forms of government: monarchy, the (democratic) republic, and despotism. Each has a guiding “spirit”, those being honor, virtue, and fear, respectively.

As our nation was founded as a republic, and based on a democratic form of representative government, I was interested to find that his definition of virtue very much embodies the unselfish, sober-minded, self-constrained, responsible variety of public service that we most often discuss in our leadership curriculum. Montesquieu assumed that the voting public would instinctively select as leaders, from among their midst, those who had demonstrated the greatest degree of these virtuous traits, and for many generations, on balance, that appears to have been the case.

Lately I have begun to encounter contemporary writers, thinkers, and students of history who note a more self-centered sensibility among us. Some use the word “narcissistic” when they refer to much of the self-displaying behavior people exhibit in public spaces, and especially online. Inhibition and self-control are now seen not so much strengths as forms of unhealthy repression, and are no longer esteemed as they once were. I would further note that along with this changing sensibility, one may detect also an inclination among us to select as our leaders not those of superior virtue, but those who are more like us, those we believe will be more able to relate to us. We consider them more authentic, perhaps because we are no longer able, in an age of narcissism, to imagine anyone who is truly more virtuous than we.

I offer these observations because, if you aspire to leadership, or if you find yourself in a position requiring leadership, they are worth considering. Those you lead will naturally be put off by any hint of condescension, but they may also be offended by the distance that was once acceptable between the leader and the follower. “Virtue” may still be a pre-requisite for leaders, but the manner in which it is expressed or demonstrated, or possibly even how it is defined, may have changed when you weren’t looking. It would be a particular mistake to dismiss the new sensibility as foolish or superficial, because one thing has not changed; the foundation of leadership is mutual respect.

Best regards to all,

A handwritten signature in dark ink, appearing to read 'RB' or 'R.B.', written in a cursive style.

Rick Bell
Executive Director
LSM Class of 2007

ALUMNI MEMBERSHIP INFORMATION

Leadership San Marcos provides face-to-face contact with peers from various organizations and industries in the community. Networking advantages through Leadership San Marcos include expanding your resources, keeping abreast of new developments, learning about other businesses and industries and making new business contacts.

If you are not already an alumni member, please plan to send your dues in today! Membership only costs \$50 per year and we will gladly provide a receipt. Not only will your dues go towards promoting and enhancing the Leadership San Marcos program, your membership is a great way to stay involved in community events and be a part of great networking opportunities!

NOTE: LSM has implemented a PayPal account for renewals and donations! On the LSM homepage at www.leadershipsanmarcos.com, you will find a large yellow "Donate" button for convenient online payment of dues, project donations, or any contributions (as seen below). The PayPal interface provides a comment field so you can specify the purpose for your payment.



In addition, you can also contact any of the 2014-2015 LSM Board of Directors to pay your dues or send them to P.O. Box 1144, San Marcos, TX 78667-1144. If you mail in your dues, please include the invoice or indicate in the memo line of the check that you are submitting your "alumni dues."

FEEDBACK WELCOME!

The Board of Directors welcomes your ideas and feedback so that we can continue to provide an invaluable experience for all members of Leadership San Marcos. We take your input very seriously and will strive to meet your needs as we develop class programs, enrichment lunches, and other activities that will not only capture your interest as alumni or class members, but also continue to spark the interest of future leaders in joining our distinguished group.

You may contact our Board President, Mitsie Benton, via email at leadershipsm@grandecom.net, or any member of the Board of Directors, to offer your ideas, comments, or concerns. You are also always welcomed to send your thoughts and comments to the Board at P.O. Box 1144, San Marcos, TX 78667-1144.

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