

December 2021

THE LEADING APPROACH

This month:

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- Welcome to The Leading Approach
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Welcome

Welcome to The Leading Approach, published by 1LEAD. I would like to welcome you to what I hope will help in adding value to you and your organization. I will be publishing one issue each month. This publication is dedicated to helping provide growth in your personal and professional life. This month I will focus on the Transformation trip to the Dominican Republic. If you are interested in more from 1LEAD please visit the website: 1LeadConsulting.com.

Thank You

Jason W. Matt

Dominicana se Transforma (*Transforming the Dominican Republic*)



On November 16th, 2021, I set out on a fantastic opportunity in the Dominican Republic. As a member of the John Maxwell Team, I and approximately 200 other JMTers were invited to go to the DR to train over 30,000 facilitators for transformation tables. Transformation tables are 4-8 individuals coming to gather to learn leadership-based values like listening or positive attitude. In five days, we trained and showed how to run these tables to facilitators all over the country. However, even before the invite to the country, the groundwork had to be laid. This process all started approximately two years before we arrived. The government of DR had just elected a new President. They sought to come out of years of dictatorship rule and corruption. The new President invited John Maxwell and the John Maxwell Foundation to visit and start discussions on improving the country with value-based leadership. The John Maxwell Foundation had seen success in bringing this same concept to other countries like Guatemala, Costa Rica, and Paraguay. Over 3 million have experienced tangible changes in leadership and all spheres of influence in these countries. So after the formation of *Dominicana se Transforma*, a non-profit foundation in DR, and several studies to determine the values the people of the DR wanted. It is important to note that the people of the DR decided on the values taught through studies and surveys of the people. They identified ten values and two action steps. Then the John Maxwell Foundation and the Team were ready to go. At no cost to the country's people, the training material and 200 JMT coaches were prepared to start the process of Transformation Training.

Most of the John Maxwell team arrived on 11/16/21 and gathered swiftly at the base of operations in Santa Domingo. We would be deployed from this location starting the next afternoon after some initial training and deployment information. As became the running joke of the training, "We were going somewhere, with someone, at some time, to train someone." This phrase became the motto for the five days. So that night, we slept and readied ourselves to go out and serve these individuals who had stepped up to lead the new value-based training. After a morning of intense training and work with interpreters, that's right, most of the JMTers did not speak Spanish, the primary language of the DR. We started to deploy. They would call for the coaches to line up and get ready to head out to different locations with an interpreter, all volunteers, and a driver. This process would continue for the next four days. After breakfast, we traveled in the morning, usually hitting the road by 7 am and then returning to basecamp by noon for a quick lunch and back out that afternoon. Most coaches were back by 8 pm for another quick dinner and some sharing of best practices with one another before getting a few hours of sleep to be ready to start the next day. We worked with local businesses, large and small, government agencies, schools, churches, non-profits, military, and other organizations.



Dominicana se Transforma *(Transforming the Dominican Republic)*



Training day 1 at Packaging Business

After five days of this, All the volunteers got to decompress for half a day at a resort before most of us headed back home. We had people from all over the world, Poland, France, the US, Central America, Canada, and the DR, to name a few. We were all there to help, and just like John Maxwell, all were not receiving any payment for this service. We all volunteered our time, money, and vacation days to help serve a country asking for change. It was an honor to help and bring about the professional and personal growth of a nation of exceptional individuals, working together for a better tomorrow. tomorrow.



Training Day 2 At Vocational School Teachers



Coaches training demonstration



Training Day 2 with 2 year College Students and Faculty

Based on the fantastic opportunity to work with the people of the Dominican Republic and help start the transformation process. I realized three learnings. Three lessons were learned when working with different organizations in the Dominican Republic. These lessons are often a struggle for most leaders. By bringing light to them is how we can learn from them.

Lesson 1:

The first is the power of listening. The 1st value we trained the transformation table facilitators on. After all, we do this daily. But we do not truly listen. We are busy planning our response, getting our facts ready to show we know everything and already have the answers. We leave the others defensive or just lost in the conversation, knowing they have not been heard. The best-case causes employees to stop caring, but in the worst case can lead to loss of life. I will paraphrase a story heard after my first day of training. One of our team had been out training, and while they were working with the value of listening, a fellow coach shared the reason this value was essential to him. He shared that he had almost lost his son to suicide four months earlier. He shared he was like most of us; we listen to respond, not to hear what the other is saying. But one day, after reading the value of Listening and taking the action step to listen to his family. He was sitting at the table, and his son came home. Instead of asking the standard questions while looking at emails or a game on his phone, he asks his son to sit down. The man put away his phone and asked his son one question. Instead of interrupting or checking his phone, he listened to his son's response. Then he asked a follow-up question and again listened to the answer. He did not plan to respond or try to provide a solution. He let the words said and the emotions expressed by his son reach him. After several hours of this listening and sharing, both went to bed. The following day the gentlemen found a note his son had placed in his briefcase.



Once he got to work, he read the letter, which said, "Thank you, Dad, for listening to me. I have felt lost and alone for years. I had a horrible day yesterday at school and was truly thinking of ending it all. But last night, I felt heard. You were present for me. I feel loved and would love to talk to you more. I see there is a future for me. Thank you." Now, of course, one day of listening did not solve all his son's problems, but with it, he was able to make a difference and get his son some needed help. I am pleased to say this his son is still with us today. This story shows the power of listening.

**"Listen twice
as much as
you speak"**
- John C Maxwell

3 Lessons from Transformation Trip



Lesson 2:

Leadership is not about the title, the perks, or the office with a great view. It is about the people you lead. Servant leadership is thought of as an example of weak leadership. Leaders feel they must tell and direct the actions of others to get respect. If they stop for a moment and ask what is best for the people, who are following, they are viewed as weak. I will not go into all the value that Servant leadership can bring to an organization now, but I will share one story that reminded me of this importance. I was speaking with a young college student. He had just completed the training, and as the other coach and I were getting ready to leave, he wanted to share something. So, with the help of the interpreter, he shared the following. He grew up and still lived on the poor side of Santa Domingo. He was the oldest of three siblings and did not expect a better life for himself or his fiancé. His father worked every day and struggled to provide for their family. He believed he would also be doing the same for the rest of his life. He knew his world was limited and had no way out. Even though he was in college and receiving training for a trade, he would not be able to find the opportunity to do that role. He had given in to the idea that he would be like his father and work daily to make enough for him and his family to survive. The future was bleak and might be short if he could not get away from the alcohol, drugs, and gangs in his neighborhood. This training provided hope for the future. Just by the few words shared during the training, he could see a future for himself, his family, and his country. His final words to me before he left, were "If we do not have these values now, my country, my people, and my family will not be around tomorrow."

I know you think that is not an example of Servant leadership. You are right, and though I did not realize it at the time, the other coach and I were providing Servant leadership. We asked nothing from those whom we trained that day. But by reaching one individual in the group, I knew we were making a difference. We chose to serve them instead of telling them how to be better. We provided a safe space for learning and showed that they have value. That is one of the critical values of Servant leadership. Servant leadership is less about the leader and more about how the leader can bring out the best in those being led.

Lesson 3:

Leadership is about providing a vision of a better future for all. The business leaders, CEOs, CFOs, the Senators, the Police Chief, the military generals embrace and model this vision of a better tomorrow. The Dominican Republic, until very recently, had not had free elections. The people had started to accept that bribery and corruption were a way of life. They had lost hope for the future. But change is now happening by the President casting a vision of a positive future. The country's leaders have heard the people and are working toward a better tomorrow. The picture has been shown, and the people are working to a brighter and better future for the country. One of the leader's main jobs is to help show those being led the vision of the organization, the project, and the goal. When leaders cannot provide that vision, there is confusion and apathy. Employees' motivations and attitudes are excited when leaders show the way and go the way. Leading ensures the team is heading toward a valued future for the employee, the leader, and the organization.



The Leading Approach

LIVE 2 LEAD

Live 2 Lead is a world-class leadership experience packed into a half-day format, full of rich content, key takeaways, and easy-to-implement action plans.

The last 18 months has been draining. This event is designed to give you the fuel to continue showing up, since you are needed now more than ever. It helps you develop your professional growth. And equips you with resources and focus on what is needed to apply right away to keep your team moving forward.

If you are interested in this program to help your or your leaders grow please contact 1LEAD, ask for Jason Wyatt, JMT Certified Speaker, Trainer, and Coach at PH: 217-549-0822 or email: onethroughleadership@gmail.com

Event Location: U Hotel, Charleston Il 61920

Date: 1/14/2022

If you are interested in attending the event please RSVP: onethroughleadership@gmail.com



Contact 1LEAD

1LEAD specializes in providing leadership and personal growth for your organization. To contact:

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“Adding Value to people of Value”