

HOA Leadership Workshop

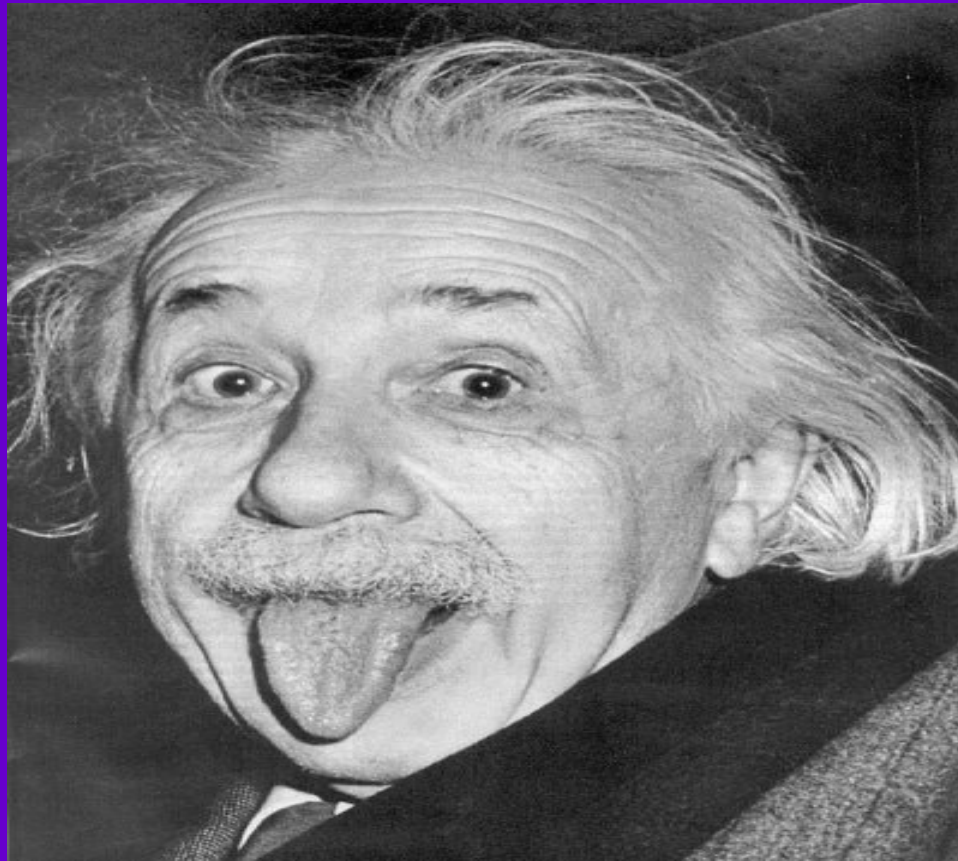
**Prince William County
Neighborhood Conference
February 25, 2012**

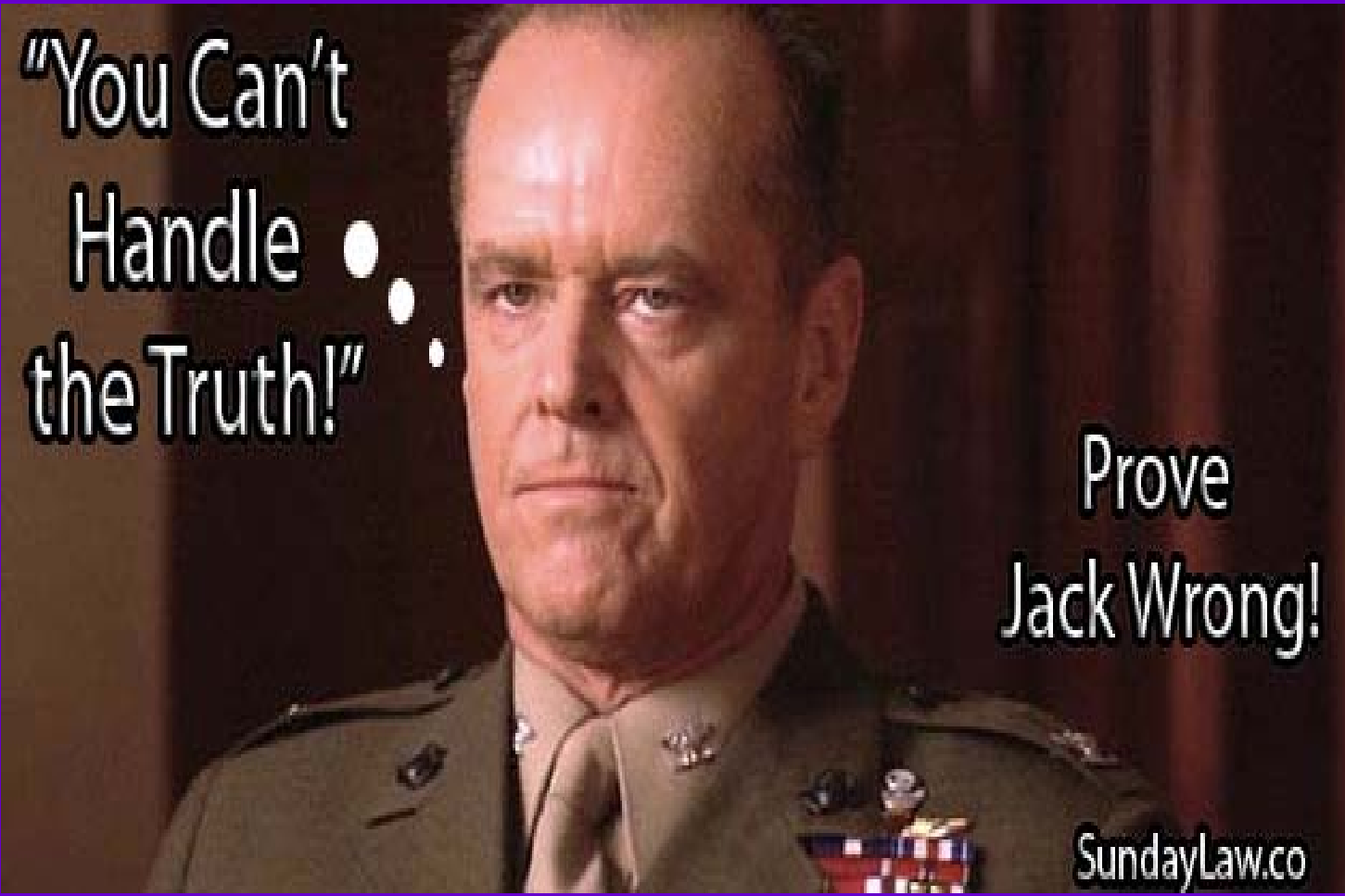
**Presented by:
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Vice President, Zalco Realty, Inc.
Association Bridge, LLC**

$$E=MC^2$$

Relevance & Relativity

How/where does the Community Association fit
into members' lives?

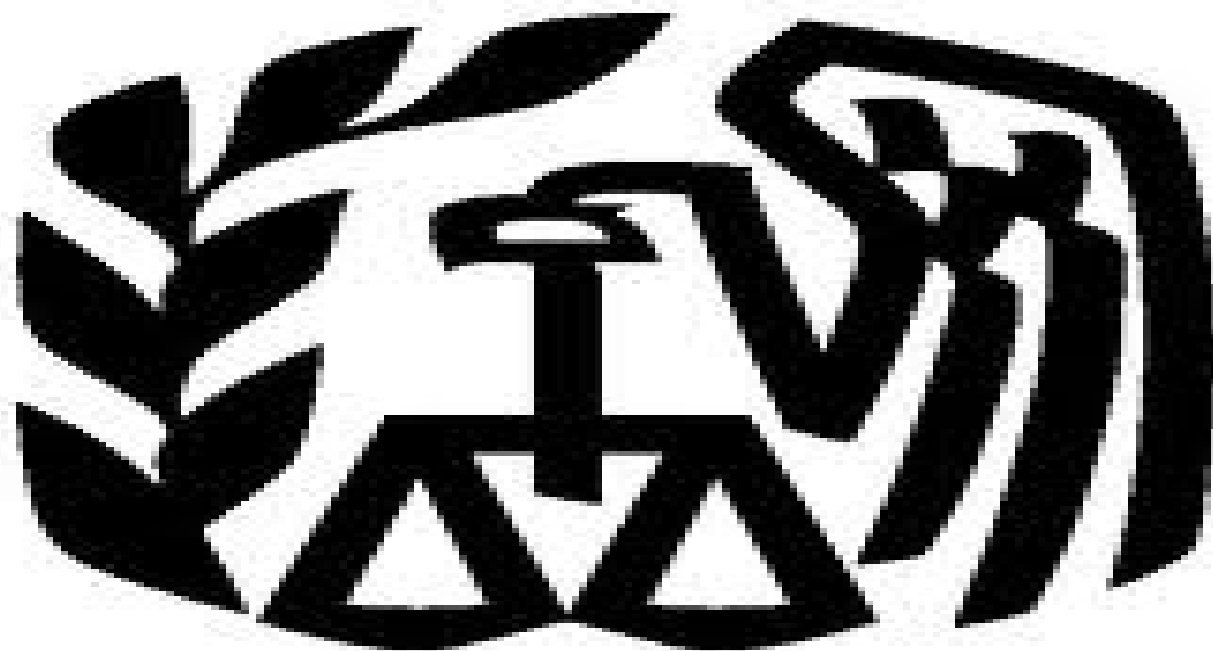


A man in a military uniform with a stern expression. He is wearing a dark green uniform with a tie and several medals on his chest. The background is dark and out of focus.

"You Can't
Handle
the Truth!"

Prove
Jack Wrong!

SundayLaw.co



IRS

The truth is...

There is value in membership

There are 2 sides to the CA equation

What the CA chooses to give

What the member chooses to receive

Membership is mandatory – value is optional

The truth is...

It depends...

Each community is different

Expectation varies

Plenty of folks will NEVER care

BUT.....

The truth is...

Stuff still needs to be done

Potential for value is always there

This is a business & a human endeavor

Chaos is not a terrific option

Which means somebody has to

TAKE THE LEAD

Without effective leadership, no organization can be expected to succeed.

How effective are you? By the way, this gets really personal...

Leadership



Leadership



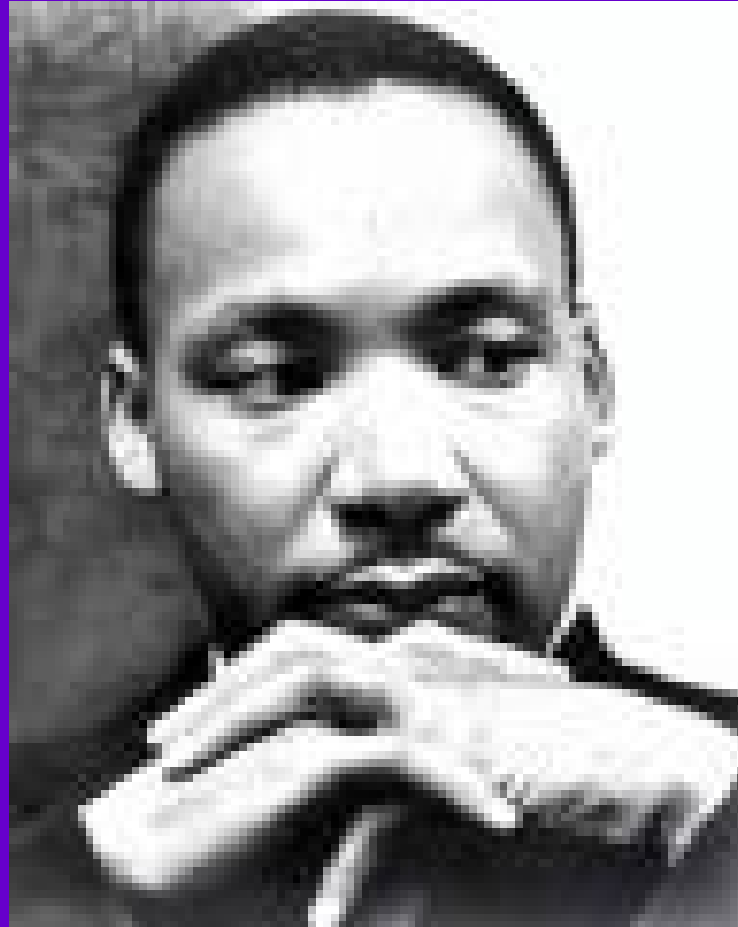
Leadership



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Basics

Dispelling myths



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Dispelling myths

- Leadership is a rare skill

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- Leaders are born, not made

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Dispelling myths

- Leadership is a rare skill
- Leaders are born, not made
- Organizations must have only one leader
- All leaders are charismatic
- Leaders control people

Basics

Who do you lead?

Basics

Who do you lead?

- Homeowners
- Other residents
- Committee members
- Community manager
- On site staff
- Other volunteers
- Other Board members

Basics

Three foundation blocks

➤ Ambition

➤ Competence

➤ Integrity

Basics

Manager vs. Leader – contrasting perspectives

The Board's highest and best functions:

- Chart the course and follow it
- Serve the needs
- Make policy
- Make good decisions (get edu-ma-cated)

Basics

The Board highest and best functions ARE
NOT:

- Control people (try motivating to do the right thing)
- Get in members business (stick to the mission)
- To achieve personal gain – emotionally or otherwise

“Level 5 Hierarchy”

from Jim Collins



Self Examination/Self Awareness

How do others relate to you?

Are they inspired and creative?

Self Examination/Self Awareness

How to others relate to you?

Do they feel free to make an occasional mistake?

Self Examination/Self Awareness

How do others relate to you?

Are they hesitant to take a stand?

Self Examination/Self Awareness

How do others relate to you?

*Are they inclined to speak up
when you are wrong?*

*(Are you **EVER** wrong?)*

Self Examination/Self Awareness

How do others relate to you?

*Do they feel a part of the process or
removed from it?*

Self Examination/Self Awareness

How do others relate to you?

Do they feel significant and that they are making a meaningful contribution?

Self Examination/Self Awareness

How do others relate to you?

*Do you get a sense that they feel pride
in the community?*

Self Examination/Self Awareness

How do others relate to you?

Are there other tendencies and behaviors that you have noticed in your community that may reflect on its leadership?

Self Examination/Self Awareness

How do you relate to others?

Are you problem-based or solutions-based?

*Is your first impulse to explain why something
can't be done?*

When you have to say "no." how do you do it?

*Is your first response to defend, excuse or blame, or
to take responsibility?*

Is the glass half full or half empty?

Self Evaluation/Self Awareness

The Leader as “Social Architect” – Creating an atmosphere for growth, learning, cohesion

- Structures
- Acknowledgment
- Creativity

Positive Self Regard

- Know your strengths and weaknesses
- Set goals for yourself
- “Fire the yes men”
- See how your & others’ strengths fit into the organization
- Don’t reinvent the wheel – find mentors, acknowledge sources of learning
- Learn, refresh, seek to remember the “why”

“Four Lessons of Self Knowledge”

from Warren Bennis

- You are your own best teacher
- Accept responsibility, blame no one
- You can learn anything you want
- True understanding comes from reflecting on your own experience

The Vision Thing



The Vision Thing

The
Social Architect

The Vision Thing

Vision can take
many forms

The Vision Thing

For a vision to be successful,
it must be meaningful to the
STAKEHOLDERS. This is an
organic process.

The Vision Thing

There is no one right way
to develop vision

The Vision Thing

A “pragmatic dreamer”
makes persons feel
significant

The Vision Thing

“Get the horses in
the barn first”

The Vision Thing

Once goals of the community are articulated AND there is general agreement, the vision is really speaking to people, THEN the process begins to take care of itself

The Vision Thing

Vision communicates MEANING.
It is be expressed theoretically with
mission statements and stated
goals.

Does your association have them?
If not, it is a rudderless ship.

The Vision Thing

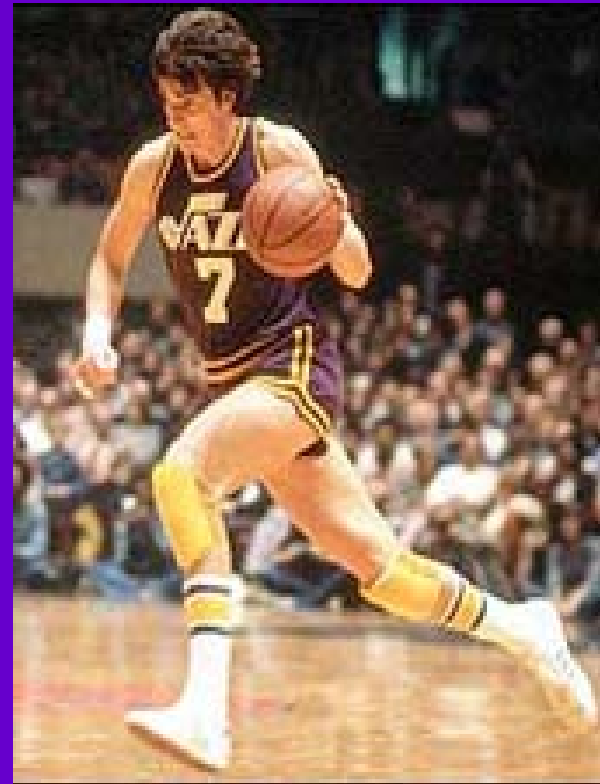
Vision is proven in the real world by the execution of stated goals and by how closely operations follow the values and mission leadership claims to believe in.

Caution - Vision lives and dies withCommunication





Two Principles



Two Principles

“What you do speaks so loudly I cannot hear what you are saying.”

- Ralph Waldo Emerson

Two Principles

“It doesn’t matter how pretty a pass looks coming off my hand – if the guy can’t catch it and make a basket, it isn’t a good pass.”

- Pete Maravich

Board & Member Meetings

THAT'S LIFE MIKE TWOHY

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4-30

"It's agreed, then,
5-to-4, that we disagree"

Dealing With Difficult Members



Rule Making & Other Problem Solving Fun



In the end, it IS worth it

Effective Leader = Full Integrated Person

Manage yourself – lead others

*“A person really doesn’t become whole
until he becomes a part
of something bigger than himself”*

-Jim Valvano