The Links, Incorporated
Linked in Friendship, Connected in Service
Southern Area

Leading Leaders

Leading with Intentional Friendship and Service

OUR VISION | OUR MISSION | OUR COMMITMENT | OUR IMPACT

October 18, 2026

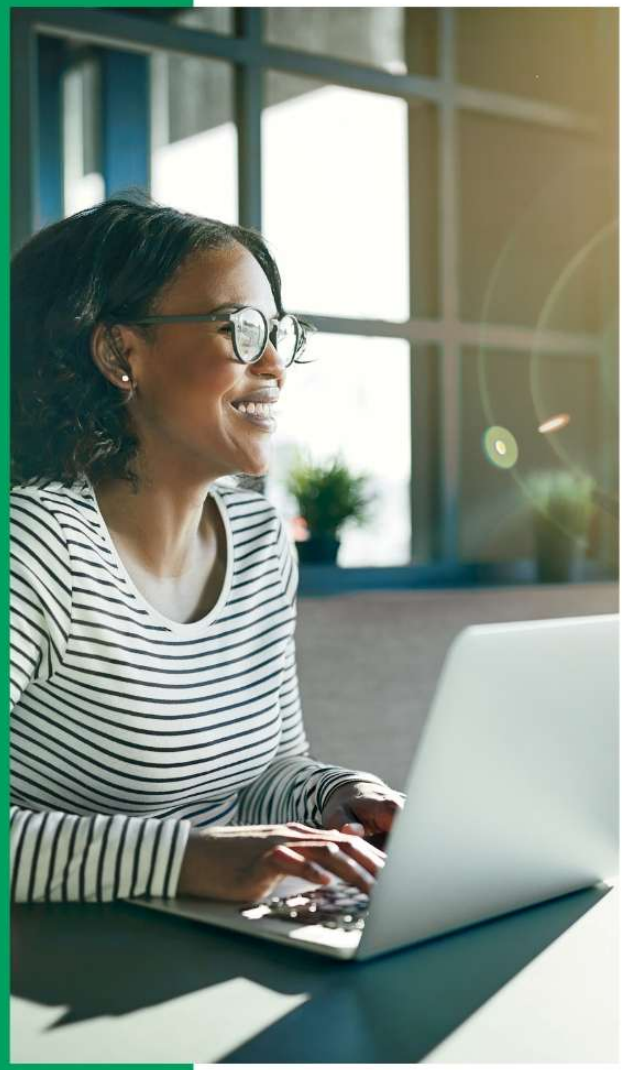
5:00PM- 7:30 PM



Retreat Emcee

Debra Nelson
Special Assistant to SA Director
Birmingham (AL) Chapter





Attendee Engagement Guidelines

Microphones will be muted by the technology team for the duration of the webinar. We ask all attendees to please keep microphones muted to minimize any disruption or interference.

Today's session is being recorded and will be available to members on the Southern Area website.

Please submit all questions via the Zoom chat feature. Questions will be addressed at designated times during the presentation.

The presentation slides will be posted in the Members' section of the Southern Area Website.

Attendees will earn **2.5 hour(s)** for attending this webinar.

AGENDA

Leading with INTENTIONAL Friendship & Service

Emcee ----------	Debra Nelson – Special Assistant to the SA Director
Welcome----------	Vanessa Falls, SA Director, The Links Incorporated
Linkspiration----------	Dr. Tedra Anderson Brown SA Chaplin
Welcome----------	Dr. Shuana Tucker-Sims, National President, The Links, Incorporated
The Leader In the Mirror -------	Deb Grant National Chair, Corporate Relations
Leading Through Conflict -------	Dr. Amanda Aiken National Co-Chair of the Links University
Break Activity ----------	Dr. Ebony Lumumba SA Services to Youth Chair
Building A Culture of Intentional Friendship and Service –----------	Dr. Sharon Dixon Gentry National Vice President, The Links Incorporated
Building Your Brand ----------	Taylor Falls
Stretch Break	
Break Out Room Scenarios -----	Vanessa Falls, SA Director
Closing Remarks----------	Vanessa Falls, SA Director

Welcome

Link Vanessa Falls

Southern Area Director

Birmingham (AL) Chapter



Leading with
INTENTIONAL
Friendship & Service

Linkspiration





Link Tedra Anderson-Brown
Durham (NC) Chapter

Welcome

Dr. Shuana Tucker-Sims
National President
The Links, Incorporated
Waterbury (CT) Chapter



The Leader in the Mirror

Deb Grant
Chair
National Corporate Relations
New Orleans (LA) Chapter





The Leader in the Mirror

Southern Area Chapter Presidents

October 18, 2026

Link Deborah A. Grant

Chair, National Corporate Relations

Intentional leadership

Choosing how you lead before the moment chooses for you:

Purpose

Decisions serve the chapter's mission and community impact.

Self-awareness

Your words, habits, and reactions shape the chapter's climate.

Consistency

Members experience fairness, follow-through, and respect.

Reflection: What do members learn about leadership by watching me?

Your leadership style under pressure

Every useful tendency has a risk when we overuse it:

Decisive

Moves work forward.
May decide before others have a voice.

Collaborative

Builds participation.
May delay a necessary decision.

Supportive

Cares for people.
May avoid a needed conversation.

Organized

Creates reliability.
May leave too little room for new ideas.

Private choice: Which tendency describes me? What changes under stress?



A strength I bring

What do members reliably count on me to do well?

A habit I need to change

What do I do that may make leadership harder for others?

Feedback I need

Whose honest perspective have I not invited?

60 seconds of private reflection

Values in everyday decisions

A value becomes visible through a choice:

Friendship

Offer care while applying expectations fairly.

Integrity

Explain a decision and acknowledge your own mistakes.

Respect

Invite disagreement without allowing personal attacks.

Service

Connect chapter activity to a real community need.

My test: Would I make the same decision if the member were not my close friend?

Being in charge and being responsible

Being in charge

Holds the office

Uses the authority of the role

Calls for a decision within that authority

Being responsible

Owns the quality of the process

Invites contribution and shares credit

Follows through and corrects mistakes

The title gives you a role. Your conduct earns members' confidence.

Trust among friends and fellow leaders

Members notice whom you hear, what you protect, and whether you follow through:

Fairness

Use the same process for close friends and other members.

Discretion

Share sensitive information only through appropriate channels.



Listening

Ask quieter members for input and acknowledge different views.

Reliability

Keep commitments. Explain delays. Repair missteps promptly.

A useful question: Who might find it difficult to speak honestly with me?

A difficult conversation

Clarity names the issue. Courage addresses it. Compassion leaves room to listen.



Name the fact

“The guest list was due Tuesday. We have not received it.”

Explain the impact

“That leaves us unable to confirm meals and seating.”

Invite her perspective

“What is getting in the way? What support would help?”

Agree on the next step

“What can you commit to, and when will we check back?”

Private setting. Calm tone. Specific facts. A documented agreement.

The mirror in a challenging moment

A fictional chapter scenario

A respected committee chair, who is also your close friend, misses a key deadline. At the next meeting, another member says, “Some people get a pass.” The room becomes tense.

1. What would you say in the room?
2. What belongs in a private conversation?
3. Which rule or process needs to guide the next step?

Chat: Share one opening sentence. Please use no names or real chapter details.

Shared work and meaningful service

A strong chapter gives members real ownership with clear expectations.

Meaning

Connect the assignment to a community need and intended result.

Ownership

Agree on the lead, scope, authority, and support.

Follow-through

Set a deadline and a check-in before the deadline.

Accountability

Address missed commitments privately and recognize contributions openly.

Before adding a program: Whom will it serve, and how will we know it helped?

Decisions within our governing structure

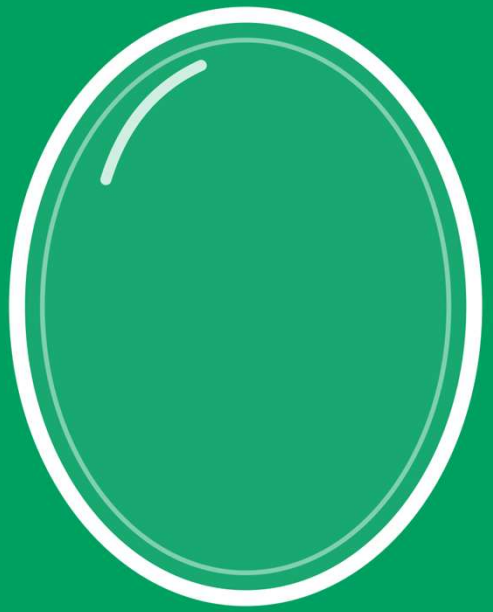
Good judgment includes knowing who has authority to act.

The applicable documents	Consult current governing documents, policies, and chapter bylaws.
The decision-maker	Confirm what belongs to the president, another body, or the membership.
The required process	Follow applicable notice, approval, documentation, and confidentiality requirements.
The right guidance	Use the appropriate Area or national leadership channel when clarification is needed.

Before acting: What authorizes this decision, and whose participation is required?

My leadership commitment

For the remainder of my presidency...



- I will use this strength more intentionally: _____
- I will change this habit: _____
- Within seven days, my first action will be: _____
- I will ask _____ for feedback on _____ (date).

What will members experience differently because I led them?

Leading Through Conflict

Amanda Aiken
National Co-Chair
Links University:
Training for Excellence
Montgomery (AL) Chapter



SOUTHERN AREA · "LEADING LEADERS" WEBINAR · OCTOBER 18, 2026

Leading Through Conflict

Conflict doesn't have to define the chapter.

A 20-minute conversation for Chapter Presidents

Dr. Amanda L. Aiken
National Co-Chair, Links University Training · Montgomery (AL) Chapter · Founder, A. Leigh Solutions

OUR CHARGE TODAY

“The goal isn’t to win the conflict. The goal is to protect the chapter and move the work forward.”



Chat waterfall

Type one word for how conflict feels in your chapter right now — but don’t hit enter until I say go.

THE CORE DISTINCTION

“Conflict isn’t the problem. Drama is.”

— Dr. Amanda L. Aiken

Same tension. Different choices.

Tension is normal when people care. Drama is what happens when tension goes unled.



Conflict

- About the issue
- Aims for a better outcome
- Happens with people, directly
- Moves the work forward



Drama

- About the person
- Aims to be right — or to win
- Happens about people, around them
- Drains the chapter’s energy

Disagreement or Dysfunction?

Not all conflict is a problem. Your first job is to tell the difference.

Disagreement

Healthy — let it work

- About the issue, the idea, or the plan
- Said openly, in the meeting
- Driven by curiosity and care for the mission
- Ends in a decision people can support
- Relationships stay intact

Dysfunction

Unhealthy — leadership needed

- About the person, their motives, or loyalty
- Happens in side conversations and group texts
- Driven by assumptions and old history
- The same issue keeps coming back
- Trust and participation start to erode

Disagreement is a sign members care. ***Dysfunction is a sign leadership is needed.***

RECOGNIZE IT EARLY

The Conflict Continuum™

Chapters don't sit in one place — they move. Leadership decides the direction.

Healthy Conflict
Open, issue-focused, moves the work

Avoidance
Surface harmony, unspoken tension

Drama
Personal, side talk, trust eroding

Unled tension moves down. ***Led tension moves up.***

Early warning signs

Catch it in avoidance — before it becomes drama.

1. The meeting after the meeting
2. The same issue on agenda after agenda
3. Members going quiet — or not coming
4. Group texts forming around an issue
5. Polite agreement, but no follow-through
6. "I'm not saying anything, but…"

STAGE 1 OF 3

Healthy Conflict

The Alignment & Innovation Zone



Healthy · Avoidance · Drama

Unled tension moves toward drama. Led tension moves back toward health.

What it looks like

- Issue-focused, not personal
- Driven by curiosity
- Direct and transparent
- Produces clarity and forward motion
- Builds trust over time

What it sounds like

"I see it differently. Can I offer another option?"

The president's move: Protect it.

Invite different views, thank members who raise concerns, and close with clear decisions and owners.

STAGE 2 OF 3

Avoidance

The Stalled Zone



Healthy · Avoidance · Drama

Unled tension moves toward drama. Led tension moves back toward health.

What it looks like

- Unspoken tension everyone feels
- Surface harmony hiding disagreement
- Side conversations replace dialogue
- Decisions delayed or made passively
- Smiling — but misaligned

What it sounds like

“It’s fine.”
“Let’s table it again.”

The president’s move: Name it.

“I sense we’re not all aligned. Let’s talk about it here, together.” Bring it into the room.

STAGE 3 OF 3

Drama

The Breakdown Zone



Healthy · Avoidance · Drama

Unled tension moves toward drama. Led tension moves back toward health.

What it looks like

- Person-focused, not issue-focused
- Assumption-driven
- Triangulation replaces direct talk
- Trust erodes; members disengage
- Past-oriented and energy draining

What it sounds like

“Did you hear what she did?”

The president’s move: Redirect and reset.

Stop triangulation (“Have you talked with her directly?”), return to the issue, and use the process.

START WITH YOU

Know Your Conflict Default

Every president has a go-to response when tension rises. None is good or bad — but when you hold the gavel, your default becomes the chapter's culture.



Take the assessment

Discover your Conflict Response Profile™ — link in the chat now.

Avoider

Steps back and hopes it resolves

Harmonizer

Smooths it over to keep the peace

Competitor

Addresses it head-on, fast

Analyzer

Needs the facts before engaging

Internalizer

Absorbs it and replays it

Passive-Aggressive

Complies publicly, resists privately

Separate the Person from the Problem

Name the behavior and its impact — not her character.

INSTEAD OF…	TRY…
"She's always difficult."	"The committee report has come in late twice. What support do you need?"
"They're trying to take over."	"We have two different visions for this program. Let's put both on the table."
"She doesn't respect me."	"When the decision was changed after the meeting, I felt left out of the process."

Describe the behavior · Name the impact · Ask for the next step

Listen. Intervene. Refer.

Not every conflict needs the president. Know which response the moment calls for.

LISTEN

When it's a difference of opinion, or a member needs to be heard — not rescued.

"Help me understand what matters most to you here."

INTERVENE

When it spills into meetings, programming, or members' experience — or turns personal.

"Let's bring this into one conversation and ground it in our mission."

REFER

When it touches governing documents, finances, ethics, confidentiality, or is beyond your role.

"This deserves the right process. Let's take it to the appropriate body."

Remain neutral when appropriate. Neutral doesn't mean silent — it means you protect the process, not a side.

Follow the Process. Protect the Relationship.

Strong presidents do both at the same time.

Protect the process

- ✓ **Know your governing documents** — early
- ✓ **Keep it confidential** — a circle of need-to-know
- ✓ **Document** facts, decisions, and next steps
- ✓ **Be consistent** — one standard for every member
- ✓ **Use the leadership structure** — don't carry it alone

Protect the relationship

- ✓ **Address privately** before publicly
- ✓ **Lead with curiosity,** not conclusions
- ✓ **Acknowledge impact,** even when intent was good
- ✓ **Follow up within 48 hours** after a hard conversation
- ✓ **Reconnect around purpose** — sisterhood and service

You can address the issue and still keep the sister.

YOUR LEADERSHIP COMMITMENT

Next time tension shows up in my chapter, I will...

Choose one move from today — recognize it early, separate the person from the problem, listen, intervene, refer, or follow up within 48 hours.



In the chat
Finish the sentence. We'll read a few aloud.

"Leadership begins with awareness."

— Dr. Amanda L. Aiken

KEEP BUILDING THE SKILL

Leading Through Conflict Academy

Go deeper than 20 minutes allows — and bring the tools back to your officers, committees, and chapter.

Cohort 2 begins

October 26, 2026

aleighsolutions.com

Six 90-minute sessions

Practical, discussion-based, built for busy leaders

Certified Conflict Practitioner (CCP)

Co-awarded with the Institute for Leadership Coaching

Proven A. Leigh frameworks

Conflict Continuum™, Conflict Response Profiles™, 5-Stage Leadership Model

Ready-to-use resources

Tools you can take straight back to your chapter

The Links, Incorporated
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Southern Area

Thank you.

Dr. Amanda L. Aiken
National Co-Chair, Links University Training for Excellence
Southern Area Leadership Development Committee
Montgomery (AL) Chapter
amanda@aleighsolutions.com
aleighsolutions.com

Leading with INTENTIONAL Friendship & Service
Vanessa Falls, Southern Area Director

Scavenger Hunt

Ebony Lumumba
SA Services to Youth
Jackson (MS) Chapter



Leading LEADERS

Leading with Intentional Friendship and Service

OUR VISION | OUR MISSION | OUR COMMITMENT | OUR IMPACT

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Southern Area

What's Your Leadership Purse-ONALITY?

1. something GREEN
2. lipstick or gloss
3. ink pen
4. cash
5. candy or mints
6. mirror
7. hand sanitizer
8. receipt
9. business card
10. something unexpected



Building a Culture of Intentional Friendship and Service

Sharon Dixon Gentry
National Vice President
The Links, Incorporated
Music City (TN) Chapter



Southern Area Webinar: Leading Leaders

Building a Culture of

Intentional Friendship and Service

Leading with Intention. Inspiring Our Members.
Strengthening Our Chapters. Advancing Our Legacy.

Sharon Dixon Gentry
National Vice President | The Links, Incorporated

THE PRESIDENT'S CHARGE

Leading with intention

Three questions that reveal the culture we lead.

01

FRIENDSHIP

What happens when we disagree?

02

SERVICE

What happens when sacrifice is required?

03

LEADERSHIP

What happens when nobody is watching?

I feel that I belong when someone…



Complete the sentence privately.

Belonging is experienced—not merely announced.

FRIENDSHIP WHEN WE DISAGREE

Friendship is not the absence of disagreement.

It is the presence of respect.

LISTEN

without labeling

DISAGREE

without diminishing

REPAIR

without resentment

Respect makes room for accountability, boundaries, and resolution.

GOALS OF HEALTHY CONFRONTATION

- *Clarification*-better understanding of person & what happened
- *Change* – hope to get improvement from it. And it may be me!
- *Relationship* – will likely deepen my relationship with this person.
- *Cultural Integrity* – accountability begins to replace avoidance, and people recognize the organization's expectations are real
- *Respect* - raises members' respect for leadership
- *Security* – people feel safe when leaders take a stand



TURNING FRIENDSHIP INTO TRUST

Friendship creates connection.

Consistency creates trust.

01 Listen with curiosity.

02 Lead with integrity.

03 Follow through with care.



SERVICE WHEN IT REQUIRES SACRIFICE

Service is more than what we do when it is convenient.

TIME

Showing up when
it requires effort

COMFORT

Releasing control
and making room

CREDIT

Serving when
others are recognized

Sacrifice should deepen our purpose—not diminish our people.

WHAT OUR MEMBERSHIP INSIGHTS ARE TELLING US

Being active is not always the same as feeling connected.

58%

CHAPTER CULTURE / MEMBER EXPERIENCE

19 of 33

53%

INCLUSION ONLY SOMETIMES OR RARELY

17 of 32

67%

ACTIVE WHEN THEY RESIGNED

22 of 33

77%

WOULD CONSIDER REINSTATEMENT

24 of 31

33 of 176 former members responded (19%). Findings are directional and not representative of all resignations.

Leadership is revealed in the choices that bring no applause.

- Protect dignity.
- Honor commitments.
- Recognize unseen contributions.
- Do what is right—even when difficult.





“I want to help.
I have a lot going on.”

A Link Sister calls the evening before a service project.

What do you say first?

See the person. Honor the responsibility. Find a respectful way forward.

THE SIX LINKS OF LASTING LEGACY



The connection is intentional. The legacy is cumulative.

WHAT INTENTIONAL PRESIDENTS DO DIFFERENTLY

Culture is created through what we consistently practice.

AT MEETINGS

Invite perspectives we have not heard.

DURING SERVICE

Share responsibility and recognize contributions.

AFTER DISAGREEMENTS

Model respectful resolution.

BETWEEN GATHERINGS

Reach out without an assignment attached.

OUR CHARGE: LEAD WITH INTENTION, LEAVE A LEGACY

One Sister. One Habit.
One Lasting Difference.

WITHIN 48 HOURS
Reach out to one Link Sister
with intentional care.

WITHIN 30 DAYS
Introduce one repeatable practice
that strengthens friendship and service.

EVERY DAY
Lead in a way that advances the legacy.

Linked in Friendship, Connected in Service.



The Links, Incorporated
Linked in Friendship, Connected in Service
Southern Area

Thank you.

Sharon Dixon Gentry
National Vice President
Music City (TN) Chapter
LinkSDDG@GMail.com
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Leading with INTENTIONAL Friendship & Service
Vanessa Falls, Southern Area Director

Stretch Break



Building Your Brand

Taylor Falls
Adobe Program Manager and Podcast Host - "*Care to Elaborate*"



YOUR BRAND, YOUR SUPERPOWER

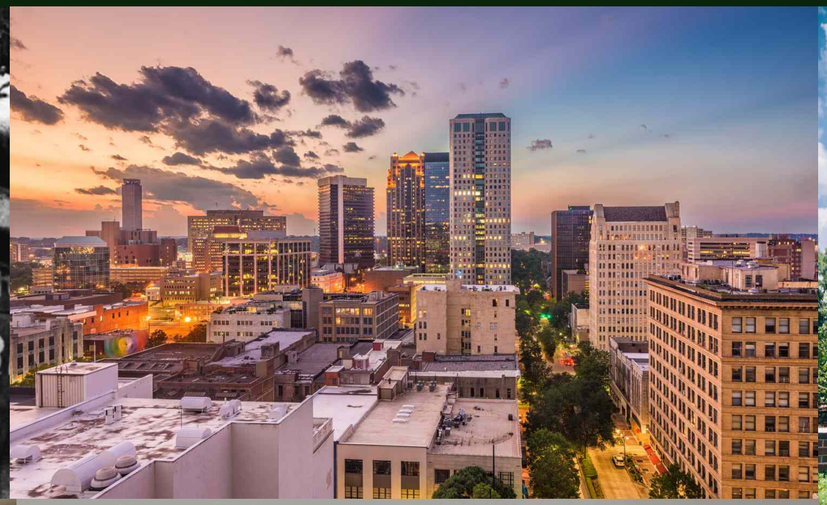
Taylor Falls

01

Who Am I?

Who Am I?

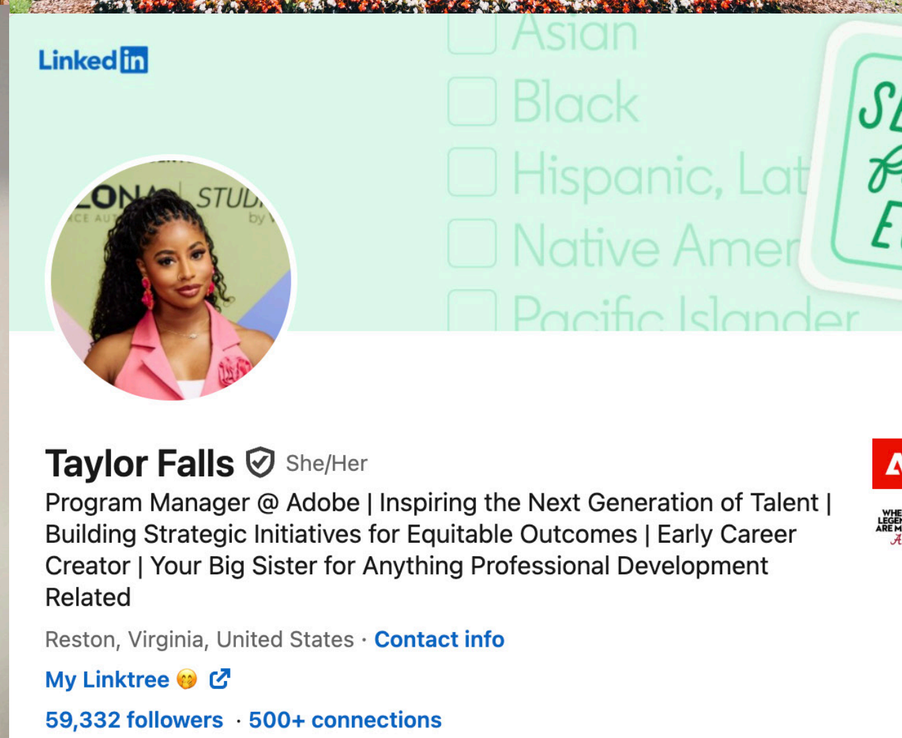












Taylor Falls She/Her

Program Manager @ Adobe | Inspiring the Next Generation of Talent | Building Strategic Initiatives for Equitable Outcomes | Early Career Creator | Your Big Sister for Anything Professional Development Related

Reston, Virginia, United States · **Contact info**

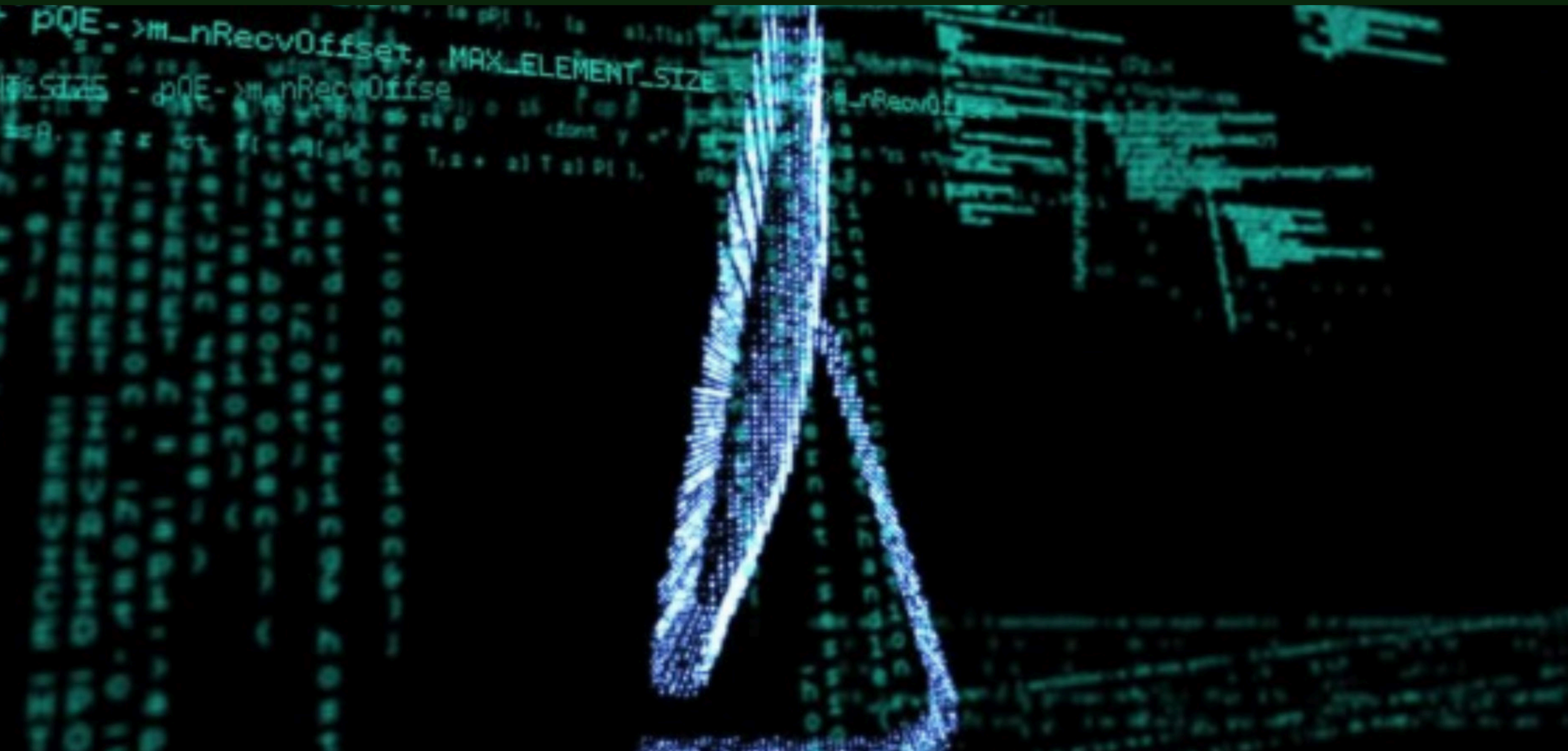
My Linktree

59,332 followers · **500+ connections**

02

Showcasing Your Personal Brand

02 Showcasing Your Personal Brand



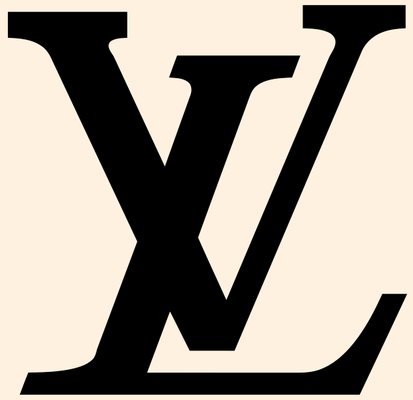
WHAT IS A PERSONAL BRAND?

The unique perception and reputation an individual cultivates, encompassing their skills, values, and the impression they make on others (Google Gemini)

02 Showcasing Your Personal Brand

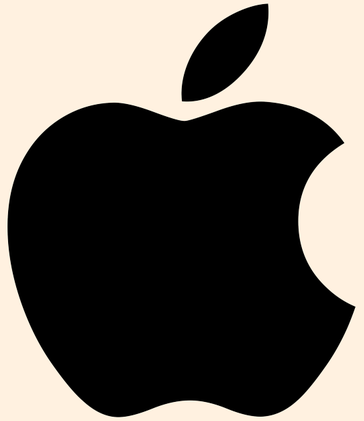
WHEN YOU LOOK AT THESE LOGOS WHAT DO YOU THINK OF?





LOUIS VUITTON

Adobe



CRAFTING YOUR PERSONAL BRAND STATEMENT

1. *Self Awareness:* Ask yourself, who are you?
2. *Positioning:* What do you want people to know you for?
3. *Visibility:* How do you show up and share that consistently?

02 Showcasing Your Personal Brand

IF YOU DON'T KNOW WHO YOU ARE, THE WORLD WILL DECIDE:

Pick 3 words you want someone to associate with you :)

03

Using LinkedIn

03 Using LinkedIn

LET'S LOOK AT YOUR LINKEDIN!

Who are you?

1. Where do you currently live?
2. What's your occupation?
3. Where'd you attend school?
4. What do you look like?

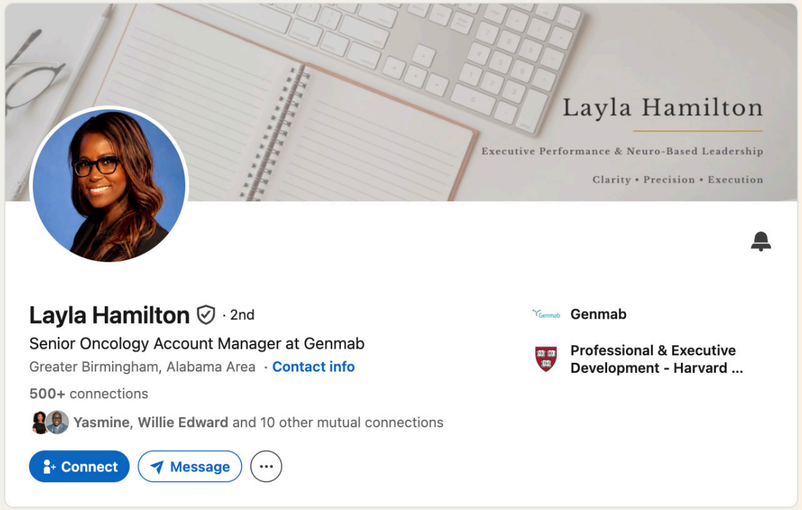
What do you care about/know about?

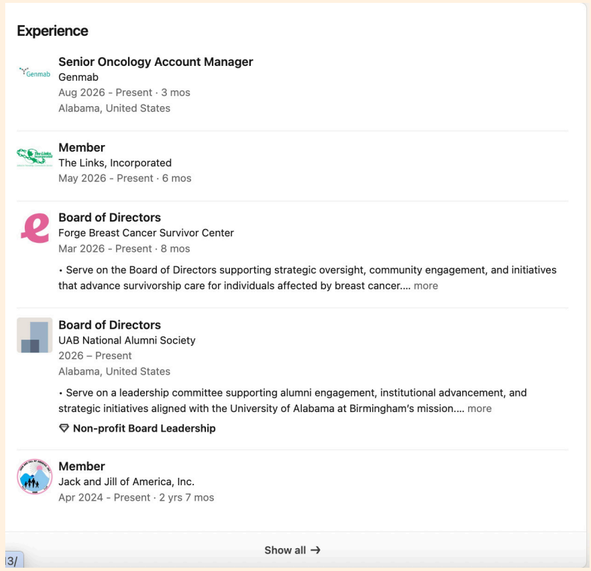
1. What type of things are you passionate about and why?
2. What are your innate gifts?
3. What knowledge or resources do you have that most people aren't privy to?
4. What goals are you working toward?

Why should I keep paying attention?

1. What about you is unique or interesting?
2. What value are you giving others?

03 Using LinkedIn: Using Your Profile to Tell A Story





About

I am a senior oncology sales leader with deep experience in precision medicine, operating in complex, high-pressure healthcare environments where clinical nuance, trust, and execution matter.

My perspective is shaped by formal scientific training, a strong grounding in the biological sciences, and years spent in evidence-driven, regulated environments—where precision, critical thinking, and respect for data are foundational.

My career has focused on driving performance through strategic account management, launch excellence, and scientific engagement—supporting healthcare providers as treatment paradigms evolve and decision-making becomes increasingly complex.

In parallel, my work has expanded into executive performance and neuro-based leadership, with a focus on how high performers think, decide, and execute under pressure. This includes the thoughtful use of AI-enabled systems to support sales strategy, decision-making, and execution—enhancing clarity without replacing human judgment. I integrate applied neuroscience, behavioral psychology, and AI-enabled execution systems to help reduce cognitive overload, improve judgment, and support consistent performance in decision-dense roles.

I am Harvard-certified in Strategic Sales Management and known for translating complex concepts—clinical, strategic, or technological—into practical frameworks that support real-world execution. My perspective is further shaped by leadership experience, board and advisory service, and a commitment to building systems that make excellence sustainable, not exhausting.

At the core of my work is a simple belief:
performance improves not by working harder, but by designing better systems for how people think, decide, and act when the stakes are high.

PHOTO + BANNER-> FIRST IMPRESSION

How are you showing up?

HEADLINE-> POSITIONING

What do you want me to know immediately?

ABOUT-> STORY

How did you get here and what matters to you?

EXPERIENCE -> PROOF

What have you actually done>

FEATURED-> RECEIPTS

Show me don't just tell me

03 Using LinkedIn: "I Don't Know What to Post"

DISCUSS

CELEBRATE

REFLECT

DOCUMENT

TEACH

ASK


SHARE
YOUR

06

Open Q&A

07

Connect With Me :)

or Connect With Me!



Breakout Sessions

These scenarios are designed to generate lively discussion, reveal different leadership approaches, and reinforce that leadership is not always about choosing between right and wrong. Sometimes it is about deciding how to do the right thing when choices has consequences.



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When approaching the situation in the scenario ask yourself intentional leader questions for making sound leadership decisions such as:

- What is the real issue?
- What rules, policies or values apply?
- What do I know and what do I still need to know?
- Whose voice needs to be heard?
- How can I address the issue while preserving dignity?
- What are the possible courses of action?
- What happens next?

Scenario 1: The Friend Who Crosses the Line

Your chapter's vice president is one of your closest friends and has been a dedicated member for more than 20 years. She has supported you throughout your presidency and is widely respected in the chapter. Recently, however, she has begun making decisions without consulting you or the appropriate committee. She has committed the chapter to a community partnership, announced a program before approval, and told members that she has your support—even though you have not authorized these actions.

When you speak privately with her, she responds, “I thought we were friends. After everything I have done to support you, I cannot believe you are questioning me.”

Several members know what is happening, but no one wants to become involved.

Scenario 2: The Successful Program That Is Failing the Chapter

Your chapter has built a reputation for outstanding programming. One signature initiative receives community recognition, attracts prominent guests, and generates impressive publicity. The program chair is charismatic, influential, and considered one of the chapter's strongest leaders.

However, several concerns have emerged. Program expenses have exceeded the approved budget, required reports are consistently late, and the same members are repeatedly asked to cover additional responsibilities. When questions are raised, the chair says, “We are doing this for the community. Why are we allowing paperwork to get in the way of service?”

The chapter is approaching a major event. Postponing or restructuring the initiative could disappoint community partners and damage the chapter's public image. Proceeding without resolving the concerns could create additional financial and operational problems.

Scenario 3: The Chapter Is Divided—and Both Sides Want You to Choose

Two influential groups within your chapter disagree over the direction of a major service initiative. One group believes the chapter should continue a traditional program that has served the community for years. The other wants to redirect resources toward a new initiative that better addresses current community needs.

Both groups include experienced members who have contributed significantly to the chapter. Each claims to represent the chapter's best interests. Meetings have become tense, private conversations are influencing public discussion, and members are beginning to question one another's motives.

Some members tell you privately that they will stop participating if their preferred initiative is not selected. Others insist that, as president, you must make a decision immediately.

Scenario 4: The Warning Signs Everyone Ignored

The situation

You inherit a chapter that has experienced declining participation, inconsistent financial reporting, and repeated delays in submitting required documents. The previous administration assures you that the issues are minor and that the chapter simply needs time to get back on track.

As you begin your presidency, you discover that the problems are more serious than you were led to believe. Some records are incomplete, responsibilities have not been clearly assigned, and members disagree about what was communicated to the previous leadership team.

A few longtime members insist that these matters should remain within the chapter. Others want immediate intervention. Meanwhile, your members are looking to you for reassurance, and the chapter's ability to meet its obligations is at stake.

Scenario 5: The Member Everyone Is Afraid to Challenge

A prominent member of your chapter has served faithfully for decades, held numerous leadership positions, and contributed significantly to the organization's success. Because of her history and influence, members are reluctant to challenge her.

During meetings, she interrupts newer members, dismisses alternative ideas, and frequently reminds others of how things were handled during her presidency. Several capable members have stopped volunteering because they feel their contributions are not valued.

When you attempt to redirect the discussion, she tells you privately, “You need to remember who helped build this chapter. You cannot lead effectively if you alienate the people who paved the way.”

You respect her legacy and do not want to diminish her contributions. At the same time, you are concerned about the message being sent to members whose leadership potential needs to be developed.

Discussion and Final Remarks

