

THE JOURNEY

President's Message

Core Values

Integrity: We demonstrate this cornerstone of our profession through honesty, accountability and high ethical standards.

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Integrity - in·teg·ri·ty / ɪn'tɛɡrɪti/ – *noun*, 1. adherence to moral and ethical principles; soundness of moral character; honesty; 2. the state of being whole, entire, or undiminished: to preserve the integrity of the empire; 3. a sound, unimpaired, or perfect condition: the integrity of a ship's hull.
Synonyms: 1. rectitude, probity, virtue. See honor; *Antonyms:* 1. dishonesty.

I'd like to touch on one of IAAP's core values -- integrity. Everything we are begins, and ends, with integrity. Everything else is built upon this most important of values. The words used to describe integrity are lofty-- honesty -- soundness of moral character -- the state of being undiminished. The most sobering word, though, is integrity's antonym -- dishonesty.

Dishonesty can begin innocently enough. A simple "white lie" seems so innocent -- who could possibly be hurt by it, right? But if one little white lie is simple, then it certainly can't hurt to tell another one because, really, who is going to notice, right?

You have just taken that first step down a very slippery slope, a slope that at first seems very gradual. Now suddenly the ground has fallen away from underneath of you and you cannot go back onto that straight and narrow path. Why? In part, because the lies were so easy; and because now you can't tell the difference anymore between the truth and the lies.

Every time you tell a lie, you cut away a piece of yourself. Tells enough lies and there will be nothing left of you -- you will cease to be whole.

Can you rebuild your integrity -- your good name -- if you have fallen into the "lie" trap? Yes, it is possible; but *that* journey will be the hardest one you will ever have to travel because everything you say, everything you do, will be questioned over and over again.

So which path are you traveling on? Are you demonstrating honesty in all you do? Are you fully accountable, to your executive as well as to yourself? Are you holding yourself to a high ethical standard?

It's not an easy road, but it is the right one to be on.

Bianca M. Constance
President, New York State Division

Walk The Talk

As leaders, each of us is expected to “walk the talk” every day. Although the road may be bumpy, daily inspiration can certainly help keep you and me on track. For that reason, I offer to you an outstanding website that I ask each of you to visit at least once – www.WalkTheTalk.com. Take a look and if it isn’t “your bag,” that’s ok. If you like what you see, you can put yourself on the distribution list for regular emails. I find each email to be very interesting. It is that periodic gem that simply shakes me to the core and opens my eyes that makes the daily emails worth while.

Since 1977, WalkTheTalk.com has helped organizations and individuals, worldwide to become effective and respected leaders; to inspire their customers and colleagues; to turn goals and aspirations into predictable outcomes; and to achieve extraordinary personal and professional success.

Their goal at WalkTheTalk.com is both simple and straightforward: to provide you with high-impact resources for your personal and professional success. WALK THE TALK resources are designed to inspire, inform and, most importantly, help you reach new levels of skills and confidence.

Below, I have excerpted some passages about integrity from “The Nature of Excellence,” one of the books you can order from the website.

Integrity

“Integrity is never being ashamed of your reflection.”

Without a doubt, your personal integrity is your most prized possession. Each day, that integrity is constantly tested, and you have an opportunity to prove it or lose it with every decision you make.

Doing the right thing is not always the easiest thing — but it is always the right thing to do. Choosing to do the right thing — even when it’s painful — ensures you will maintain your most precious possession throughout your personal and professional journey.

“There is no pillow as soft as a clear conscience.” John Wooden

“The time is always right to do what is right.” Martin Luther King, Jr.

“A good name is more desirable than great riches; to be esteemed is better than silver or gold.”
Proverbs 22:1

“What lies behind us and what lies before us are tiny matters compared to what lies within us.” Ralph Waldo Emerson

“Until you make peace with who you are, you’ll never be content with what you have.” Doris Mortman

Featured Chapter – Greater Bronx

On November 29, 2001, IAAP launched a new chapter named “The Greater Bronx Chapter”; Vanessa Santiago was the chapter President. The Greater Bronx Chapter was installed by the International President Christine Jackal, Northeast District Director Barbara Griggs and the Brooklyn Chapter of IAAP.

Like many chapters over the years membership retention began to decrease. During the years 2002-2003 the Greater Bronx lost over 90% of their membership, with one original charter member remaining – Lisa M. Grant-Lynch. In 2004, the chapter began to grow once again under the leadership of Stephanie Mack and the diligent and faithful secretary Noreen Henry who served in her position for 5 years straight. These three powerhouses kept the Greater Bronx Chapter afloat by facing adversity head on.

Between 2004 and 2007, one of our members had the distinct pleasure of serving on the New York State Division Board – Lisa M. Grant-Lynch.

Every IAAP member that is committed to their chapter feels that their chapter is unique. What’s so unique about the Greater Bronx Chapter is that we didn’t allow anything to discourage us from our goal “Chapter Growth.” In 2008, the Greater Bronx Chapter consisted of six members. This is when we decided to initiate a “Rebuilding Ceremony.” Every IAAP Chapter, as well as members-at-large, was extended an invitation to come and share in this first-time-ever ceremony. That night, we had 2 attendees to join the Greater Bronx chapter. Hearing about the event, 2 more joined the chapter the next day. The Greater Bronx Chapter began doubling their membership through this rebuilding ceremony.

Keeping true to the essence of the “Little Engine That Could” the Greater Bronx Chapter provided Christmas gifts to six disadvantaged families through Winter Wishes and donated toys to the Brooklyn Chapter’s community event “Toys for Tots.” Our chapter held innovative and timely seminars such as “Refine and Shine in 09” and Financial Awareness, just to name a few.

This year we welcomed the Changing of the Guard by electing a fresh, new, young and innovative board under the leadership of Rahshiela White and Sharon Nickey. We’ve even taken on a new venture, by hosting the Inter-County Council with Lisa M. Grant-Lynch as the chairman and Anaelisa Cornejo as the recording secretary.

Inspirational Message for the Greater Bronx Chapter

***Here’s to the crazy ones. The misfits. The rebels. The trouble-makers.
The round heads in the square holes. The ones who see things differently.
They’re not fond of rules, and they have no respect for the status-quo.
You can quote them, disagree with them, glorify, or vilify them.
But the only thing you can’t do is ignore them. Because they change things.
They push the human face forward.
And while some may see them as the crazy ones, we see genius.
Because the people who are crazy enough to think they can change the world,
are the ones who do.***

***Jack Kerouac
American Novelist, Poet and Artist***

If you’re a misfit looking for your fellow misfits, we are right here in the Greater Bronx Chapter.

Rahshiela White, President

Next month, we journey across town to the New York City Chapter!

Save The Date! Mark Your Calendars Today!

May 21-23, 2010. Flower City Chapter is hosting the 58th New York State Division Annual Meeting in Rochester, New York.

The LeMonTree – Carl LeMon

What you just heard, you know, was a lie.

How do you handle yourself in a workplace when a coworker or your boss lies?

A lie will kick the props out from any relationship. We support our agreements with each other with trust and trust is always annihilated by a lie.

So, what do you do when a lie makes an appearance in your workplace?

There are, in my opinion, three options.

First, you can chalk up the lie to a “bad day.” You know, all of us have them. Every once in a while we choose the easy way out and tinker with the truth. Assuming this lie does not cause massive physical or psychological damage just let it go.

Second, you can verbally confront. Here is what you do not want to say, “Hey, you and I know what you just said is a bold-face lie.” Try instead, “I have different information/facts that do not support what I just heard. Let’s look at this factual information together.”

Notice this approach redirects you and liar away from making this a personal attack to looking at information which is verifiable. This is an especially good approach to use with a boss who has positional power in your life.

Finally, you can always ask, “Could you provide me with data to back up that statement?” Make it clear you are unwilling to move forward with any action or change in attitude until the statement has been substantiated with quantifiable data.

Since forcibly washing out someone’s mouth with lye (no pun intended) soap is not an option in the work environment, you have to master other methodologies to confront and deal with a lie, an attack on the truth.

Why Not Help **Your** Favorite Cause Everytime You Search or Shop? And what a better cause than New York State Division!

A penny a search and a portion of each purchase will be donated to New York State Division – your favorite cause. How often do you search or shop online? Utterly free, so start helping today! Shopping or searching means a donation for your favorite cause. A penny or more per search, a **\$5 bonus** for your first purchase and up to 26% of your purchases at over 730 stores like Amazon, eBay, Travelocity, Home Depot, and many many more. Plus, you **SAVE** money with exclusive coupons/free shipping deals. So visit www.iGive.com, start shopping and start helping New York State Division!

Laura Stack – Productivity for Leaders

Personal productivity is one thing. But once you take on leadership responsibilities, productivity is a whole new ball game. Suddenly it is no longer just a matter of being the best you can be, but of bringing out the best in those around you.

This can be hard! Priorities compete. Personalities conflict. And let's face it: some folks just won't always be as committed as you are to putting in a productive day's work - bad days happen (even to the best of us).

So how do you go about creating a productive team environment that contributes not only to individual productivity, but also to that of the group as a whole?

Maintain a united front. A reasonable amount of conflict is a good thing. It can help stimulate ideas and bring out the best in people. But as a leader, it is your job to have the final say. Your team might squabble and butt heads from time to time, but it is your job to make sure that they all leave the table with a common purpose. "We can argue all we want behind closed doors," you might say, "but when we put on our public face, our team must be in agreement externally."

Set (and manage) expectations. As a leader, it is your job to establish the collective tone, attitude, and work ethic of your group. Decide what is expected and make your thoughts well known. Do you expect others to meet deadlines or try to exceed them? Your people are not mind readers! Make sure they know what you expect of them and what they can expect from you.

And what about managing expectations? That means that as priorities conflict and you adjust your expectations, you share these changes with your team. If someone needs to drop everything and focus on one problem or project, make sure he or she knows that this is the case. If you need to be kept more informed than usual about a particularly important initiative, make sure that the person responsible is aware. This can be as simple as saying, "I know that you are the right person for this job, but there are some issues going on that might be more obvious from my position than they are to you. Please just keep me posted on your progress and let me know right away if you run into any problems."

Don't just make rules - build character. You can set rules all day long, but what you really want to do is help develop the character of your team. Character is what kicks in when the rules break down. It is also what is going to help your team get through tough, demanding times. A team with strong character requires much less management than one with questionable character. Your people will appreciate not being micromanaged, and you'll have more time to address your job duties. The bottom line is that productivity that goes above and beyond is based on a person's values. If you employ someone who values hard work and honesty, that's what you can expect from them when you're not looking.

Clearly state the productivity traits you want people to demonstrate: integrity, accountability, punctuality, excellence, self-discipline, responsibility, and honesty. Hang them on your wall. Repeat them often. Refer to your values when explaining your decisions. Do whatever you can to make sure that your team knows what you stand for and knows that you expect the same from them.

Lead by example. People might question what you say, but they can't deny what they see you do. If you arrive late, miss deadlines, or settle for sloppy work, you are sending the message that that sort of thing is acceptable. On the other hand, if you show a sincere commitment to following through on your promises, fulfilling your obligations, and behaving with integrity, you are helping to set a positive standard for the people around you.

Be consistent. Contradicting yourself one time can undo years of demonstrating good behavior. People tend to notice inconsistency in a heartbeat and generally have very little patience for it.

You could execute every one of the tips above to absolute perfection, but if you don't lead by example, it isn't going to stick. Hold your team to a high standard - but hold yourself to an even higher one.

Visit us online at our new home at www.iaap-newyorkdivision.org.

Tell us what you think of it!