

## LEADERSHIP CHAT AND TWEET

**Note to WICSEC Participants:** *The “Leadership Chat and Tweet” is an unscripted session without any formal presentations. The chat leaders, Mara Flanagan Friesen, Dr. Steven Golightly, Joe Mamlin, Laura Rosenak, Amanda Sizemore, Deb Steidley and Mary Ann Wellbank have compiled a list of educational and inspirational materials for those who would like to further explore the topic of leadership. Each leader’s recommended materials are listed in alphabetical order by the leader’s last name.*

[Mara Flanagan Friesen](#)

[Steven Golightly](#)

[Joe Mamlin](#)

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### MARA’S RECOMMENDED READING

**Daring Greatly - How the Courage to Be Vulnerable Transforms the Way We Live, Love, Parent, and Lead** by Brene Brown

Being vulnerable doesn’t have to be a weakness. Fear and shame shouldn’t prevent us from daring to do big things. Instead, Brown tells us that it’s most important to show up; to try and to fail. Because coming up short is better than never having tried at all. Also a great Ted Talk – [https://www.ted.com/talks/brene\\_brown\\_on\\_vulnerability](https://www.ted.com/talks/brene_brown_on_vulnerability)

**Triggers** by Marshall Goldsmith

This book takes a look at why people do – or don't – change behaviors they know perfectly well need changing. He looks at why doing something different is difficult, but more importantly, points out the factors (triggers) that can fast-track or derail those efforts, and offers practical next steps.

**Quiet** by Susan Cain

Susan Cain argues that we dramatically undervalue introverts and shows how much we lose in doing so. She charts the rise of the Extrovert ideal throughout the twentieth century and explores how deeply it has come to permeate our culture. Also a great Ted Talk - [https://www.ted.com/talks/susan\\_cain\\_the\\_power\\_of\\_introverts](https://www.ted.com/talks/susan_cain_the_power_of_introverts)

(MFF - *As an Introvert, who plays an Extrovert every day, this book really helped me – by giving me great insight into who I am and how that impacts my role as a leader – it also gave me permission to just be me!*)

**Option B** by Sheryl Sandberg

Option B explores the stories of a broad range of people who have overcome challenges in their lives, identifies how we can best talk to and help others in crisis, and offers practical tips for creating resilient families, communities, and workplaces.



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**STEVEN'S RECOMMENDED READING**

**The Speed of Trust** by Steven Covey, with Rebecca Merrill. The most important element in any relationship, business or personal, is trust and credibility. Steven Covey articulately zeroes in on the leadership challenge of the new millennium – the ability to cultivate and leverage trust. This book shows that when the organization trusts its leaders, and everyone becomes trustworthy, people can operate better with better results.

**The 21 Irrefutable Laws of Leadership: Follow Them and People Will Follow You** by John C. Maxwell. John Maxwell is an authority on leadership today. He has written a number of good books, and you cannot go wrong by reading any of his leadership books.

**Leader Business: Battle-Tested Leadership Strategies For Any Organization** by Thomas Magness. Tom Magness offers lessons learned in one of the world's foremost leadership

laboratories: the U.S. Army. From the unforgiving environment of the National Training Center to Ranger training in the Florida swamps to the life-and-death stakes of combat operations in Iraq and Afghanistan, Leader Business examines how executives can use military leadership principles to achieve success in any organization. Leader Business takes the same proven four-step framework the Army uses to develop its leaders and applies it to the business world

### STEVEN'S FAVORITE QUOTE

*"People who enjoy meetings should not be in charge of anything."* Thomas Sowell

### STEVEN'S RECOMMENDED PODCASTS/TEDTALKS

TED Talk- Simon Sinek, How Great Leaders Inspire Action

[https://www.ted.com/talks/simon\\_sinek\\_how\\_great\\_leaders\\_inspire\\_action?language=en](https://www.ted.com/talks/simon_sinek_how_great_leaders_inspire_action?language=en)

TED Talk – Simon Sinek Start with Why

<https://www.youtube.com/watch?v=sioZd3AxmnE>



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I find a good deal of inspiration and ideas from podcasts. I guess that fits my learning style better. The following are some recent highlights that have helped me think about leadership and about working with people in different ways. I have submitted some of these for past Leadership workshops, but I have updated this list for 2016 with some new items. I kept some of the older ones on the list because I still refer to them from time to time, and I feel that they are still relevant.

### JOE'S RECOMMENDED PODCASTS

#### **This American Life – 544: Batman; JAN 9, 2015**

Can other people's expectations of you alter what you can do physically? Alix Spiegel and Lulu Miller of NPR's new radio show and podcast, Invisibilia, investigate that question – specifically, they look into something that sounds impossible: if people's expectations can change whether a blind man can see. This provides an excellent example of what I find to be true about working and leading people. I believe people will most often rise to the occasion, and I also believe that your ideas and perceptions about people affect their performance even if you think you are keeping it to yourself. <http://www.thisamericanlife.org/radio-archives/episode/544/batman>

### **Freakonomics – Failure is your Friend**

Freakonomics is a great podcast based on the series of books by Stephen Dubner and Steven Levitt. I recommend all of them, but these two were particularly interesting to me from the standpoint of leadership and how we approach work.

Why are so many people so reluctant to quit projects or jobs or relationships that have soured? One reason, Stephen Dubner argues, is that we tend to equate quitting with failure, and there's a huge stigma attached to failure. But ... should there be? In their new book *Think like a Freak*, Dubner and Steven Levitt argue that perhaps we're not thinking clearly about failure. Failure, they say, can be your friend.

LEVITT: I always tell my students — fail quickly. The quicker you fail the more chances you have to fail at something else before you eventually maybe find the thing that you don't fail at.

<http://freakonomics.com/2014/06/05/failure-is-your-friend-a-new-freakonomics-radio-podcast/>

### **Invisibilia – The Power of Categories**

In this podcast the hosts examine how categories define us — how, if given a chance, humans will jump into one category or another. People need them, want them. This show looks at what categories provide for us. This topic is very interesting when you think about the people you work with, and the categories they put themselves in and put each other in.

<http://www.npr.org/programs/invisibilia/384065938/the-power-of-categories?showDate=2015-02-06>

### **Invisibilia – The New Norm, June 17, 2016**

You probably don't even notice them, but social norms determine so much of your behavior - how you dress, talk, eat and even what you allow yourself to feel. These norms are so entrenched we never imagine they can shift. But Alix Spiegel and new co-host, Hanna Rosin, examine two grand social experiments that attempt to do just that: teach McDonald's employees in Russia to smile, and workers on an oil rig how to cry.

<http://www.npr.org/podcasts/510307/invisibilia>

### **99% Invisible – The Blazer Experiment, June 14, 2016**

In 1968, the police department in Menlo Park, California hired a new police chief. His name was Victor Cizancas and his main goal was to reform the department, which had a strained relationship with the community at the time. This episode examines how the leadership in the department worked to change and improve the department's image and rebuild trust with the community.

<http://99percentinvisible.org/episode/the-blazer-experiment/>

## JOE'S RECOMMENDED READING – RECENT ARTICLES

**The Use of Emotional Intelligence for Effective Leadership**, Brent Gleeson and Dyan Crace, Forbes Magazine. <http://www.forbes.com/sites/brentgleeson/2014/12/29/the-use-of-emotional-intelligence-for-effective-leadership/#5df3f18b5618>

**How Emotional Intelligence Became a Key Leadership Skill**, Andrea Ovans, Harvard Business Review. <https://hbr.org/2015/04/how-emotional-intelligence-became-a-key-leadership-skill>

**6 Ways Leadership can Promote Workplace Productivity**, Brittain Whiteside-Galloway, True North Custom. <http://www.truenorthcustom.com/blog/4-ways-leadership-can-promote-workplace-productivity>



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## LAURA'S RECOMMENDED READING

**The Code of Trust** by Robin Dreeke

Touches on traits of leadership and trust – which for me, is a key element of being a leader – building trust in the rapport.

**Lead Yourself First** by Mike Erwin

Just as your body needs a rest after a heavy workout, so does your mind periodically when in a leadership role (kind the 'sleep on it' approach)

## LAURA'S FAVORITE QUOTES

- “Leaders should influence others in such a way that it builds people up and encourages and educates them so they can duplicate this attitude in others – Bob Goshen



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### DEBS'S RECOMMENDED READING

**Lions Don't Need to Roar** by D. A. Benton. "To be effective you must know how to speak as well as how and when to be silent. It seems as if the further up the corporate ladder successful people go, the fewer words they use."

**Beyond the Final Score** by Tom Osbourne. Tom Osbourne is a leader in various capacities: professional athlete, coach, congressman, teacher and administrator. This book is a collection of his observations about life, character and spiritual significance, and of reflections on lessons he has learned in the many roles he has played. It is his hope, that as he tells these stories you will be inspired to think about the roles you play and how you measure success in each other.

**See You at the Top** by Zig Ziglar. See You at the Top teaches you how to build a solid attitude foundation so that when "things" are good your attitude is good. When "things" are bad, your attitude is still good – which means that soon things will be good. It teaches the value of a healthy self-image and how to build that image. It clarifies why goals are important – teaches you how to set them – and motivates you to reach them. "See You at the Top stresses the importance of honesty, loyalty, faith, character AND integrity if you expect to reap ALL the benefits life has to offer. It teaches while there "ain't no free lunch" you do not "pay the price" for success – you "enjoy the price of success".

**The Art of Killing Kudzu** by Stephen M. Gower. Kudzu represents the counter – productive attitude and negative approach that chokes out growth and increased productivity. The Art of Killing Kudzu delivers hundreds of tips on how to kill kudzu and how to encourage. Discover the Kudzu Killing chemical. Lead! Communicate!! Build!!! Encourage!!!!

**What Do They See When They See You Coming?** The Power of Perception over Reality by Stephen M. Gower. What Do They See When They See You Coming will help you learn to:

Accept	The influence of perception over reality
Affirm	The power of another's perception
Benefit	From their 2 <sup>nd</sup> opinion

Factor	Perception into the management equation
Practice	Strength affirmation
Respond	Through possible behavioral modification
Service	Retention with attention
Understand	The power of preoccupation

### DEB'S FAVORITE QUOTES

- “Don’t be a cat kicker. React positively to negative situations”. Zig Ziglar
- “Success and happiness are not destinations, they’re exciting, never ending journeys.”
- “Ability can take you to the top, but it takes character to keep you there.”
- “If you don’t believe in yourself, you’d better know that no one else will.” Gordon Parker, Chairman, President and CEO, Newport Mining Corporation
- “Leadership is communicating to people their worth and potential so clearly that they come to see it in themselves.” Stephen Covey
- “Be more concerned with your character than your reputation, because character is what you really are, while reputation is merely what others think you are.” John Wooden



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### AMANDA'S RECOMMENDED READING

**Fierce Conversations** by Susan Scott

This book is about having difficult conversations and invites you to make every conversation count. It teaches you to develop new skills to improve relationships.

**The Coaching Habit: Say Less, Ask More & Change the Way You Lead Forever** by Michael Bungay Stanier

Michael Bungay Stanier offers seven key questions to successfully coach employees. It teaches a coaching model that is practical that managers can use to great effect.

### AMANDA'S FAVORITE QUOTES

- “The goal is not to be better than the other man, but your previous self.” - Dalai Lama
- “Don’t let what you cannot do interfere with what you can do.” – John R. Wooden
- “Do the best you can until you know better. Then when you know better, do better.” – Maya Angelou



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### MARY ANN'S RECOMMENDED READING

I recommend two books that I absolutely love. Both are great works of non-fiction, not about the topic of leadership per se, but about true leaders in action. They are great books about amazing leaders!

**Endurance: Shackleton's Incredible Voyage** by Alfred Lansing

This is the story of the 1914 voyage of polar explorer Ernest Shackleton and his 27-man crew, whose ship became locked in ice in Antarctica for nearly a year, and was finally crushed between ice floes. With minimal supplies and freezing temperatures, the crew made it in life boats to Elephant Island, where they camped awaiting rescue. Captain Shackleton and a skeleton crew journeyed over 850 miles over land and sea to the nearest bastion of civilization. The entire ordeal in Antarctica from the date they became entrapped in ice until the date of rescue lasted a year and a half. Amazingly, despite gangrene, frostbite, health issues, and food

shortages, all the men on the rescue mission and those marooned on Elephant Island survived due to Shackleton's leadership and determination.

**The Big Burn: Teddy Roosevelt and the Fire that Saved America** by Timothy Egan

As I live in Montana, this one is personal! After a long, hot summer and extended drought in August of 2010, the national forests of Washington, Idaho, and Montana began to burn. The many small blazes coalesced into a conflagration that could not be controlled by the fledgling National Forest Service. The fire serves as a backdrop to Washington politics, and the persistence and leadership exercised by Teddy Roosevelt and Chief Forester, Gifford Pinchot, to promote conservation and preservation of public lands.

**MARY ANN'S FAVORITE QUOTES**

These succinctly define leadership (there are also tons of leadership quotes on the websites of [Pinterest](#), [Brainy Quote](#), and [Good Reads](#)):

- "If your actions inspire others to dream more, do more, and become more, you are a leader."— John Quincy Adams
- "It is better to lead from behind and put others in front, especially when you celebrate victory when nice things occur. You take the front line when there is danger. The people will appreciate your leadership." —Nelson Mandella
- "The manager accepts the status quo: the leader challenges it." —Warren Bennis
- "The task of a leader is to get his people from where they are to where they have not been." —Henry Kissinger
- "A leader who does not hesitate before he sends his nation into battle is not fit for leadership." —Golda Meir