



**samru**  
students' association  
of mount royal university

# PINNACLE LEADERSHIP CHALLENGE

## HANDBOOK



Institute for Innovation  
and Entrepreneurship



Institute for  
Community Prosperity



## Overview

The Pinnacle Leadership Challenge is here to push you to reach your full potential, and to help you recognize and develop your own capability for leadership.

### **Benefits of Joining the Challenge**

- Free Access to Gallup's Clifton Strengths for Students assessment and resources (formerly Strengths Quest), which includes with your top five talent themes, access to the e-book, "Clifton Strengths for Students" (2018) and three customized reports that help you to name, claim, and aim your talents into strengths, outlining action items for professional development
- Learn from experienced professionals through workshops structured specifically around developing your unique leadership skills
- Increase your employability and build your resume
- Build confidence and your unique leadership skill set
- Certificate of competition and personalized reference letter

Pinnacle runs from October to March, with a total time investment of roughly 20 hours (depending on which options you choose). Most of the work involved is flexible in working with your schedule.

### **In order to complete the challenge you must complete the following components by the end of March:**

- A personal Clifton Strengths for Students assessment profile
- Attend a minimum of 3 [leadership workshops](#) in the fall semester. All participants MUST attend a session of "Talents, Teams, and Strengths: Unpacking your Gallup Clifton's Strengths for Students"
- Complete 10 hours of leadership practice (practical component) in the winter semester
- Self-reflection exercises throughout the challenge

## Gallup's Clifton Strengths for Students (formerly StrengthsQuest)

Each participant will complete the [Clifton Strengths for Students assessment](#) at no cost to the student. This assessment is based on more than 40 years of research in a variety of team settings (business, familial, non-profit, and more). To date, Clifton Strengths has helped more than 18 million people around the world discover their talents and build strength on teams with teammates, managers, and leaders. You will receive three specialized reports (Signature Theme Report, Strengths Insight Report, and the Strengths Insight & Action-Planning Guide) which not only lists your top five talent themes, but also provides both a generalized and customized descriptor of each talent, along with talent-specific action items for development, with suggestions on how you can use your talents to achieve academic, career, and personal success.

The Pinnacle Leadership Challenge will begin with you completing your Clifton Strengths for Students assessment profile. The Student Development Programmer will then connect you with the SAMRU in-house Gallup Certified Strengths Coach, who will supply you with an access code to get you started, including detailed instructions and deadlines for completing the assessment. In order to complete and move through the Pinnacle program, the Clifton Strengths for Students assessment must be completed prior to participating in the Leadership Workshops. See the Student Development Programmer for further Pinnacle program details.

## Leadership Workshops

Workshop sessions will take place throughout October and November. These workshops will be focused on one of the three key areas of leadership. Participants must attend a minimum of three workshops of their choosing, but one of those choices MUST be a session of "Talents, Teams, and Strengths: Unpacking your Gallup Clifton's Strengths for Students". Please RSVP your workshop choices at [www.samru.ca/pinnacle/workshops](http://www.samru.ca/pinnacle/workshops)

The three key areas of leadership are:

- *Self-Awareness*. Knowledge of one's strengths, weaknesses, and having a better sense of self are all very important in understanding what kind of leader you are.
- *Building Relationships*. Developing strong relationships and building teams to act towards achieving a common outcome are the essence of what leadership is all about. Leading and motivating people to work together is an essential skill of leadership.
- *Communication*. Communication is essential when leading teams. Sharing your message, having that message be received, active listening and managing conflict are all a part of effective communication.

### Self-Awareness

---

#### **1. Talents, Teams, and Strengths: Unpacking your Gallup Clifton's Strengths for Students**

Presented by Andrea Davis (RSW), Student Services Manager, Gallup Certified Strengths Coach at the [Students' Association of Mount Royal University](#)

Session dates (must choose one):

Tuesday, October 16 | 4:00pm – 6:00pm

Thursday, October 25 | 4:00pm – 6:00pm

Friday, November 2 | 12:00pm – 2:00pm

Location: Programming & Volunteer Room, 2nd floor of Wyckham House (Z204)

Andrea Davis is passionate about creating learning conversation opportunities between people. She is currently in a volunteer logistics role internal to the Students' Association, helping to on-board new volunteers, build volunteer systems, and create opportunities for volunteer relationship building within the organization. In the 6 years and 10 months in her role as the Student Advocacy Coordinator at SAMRU, she coached individual students here at MRU to become their best self-advocates through a strengths-based, anti-oppressive focus. Andrea is a registered Social Worker with the Alberta College of Social Workers (ACSW) and holds two degrees; one in Social Work, and the other, a Bachelor of General Studies with a minor in Communications from the University of Calgary, with post graduate professional development work in conflict resolution. Andrea also brings seven years of management experience in both banking and retail operations as well as a variety of experiences in human services; a complimentary blend of both for-profit and not-for profit sector experience.

In 2017, Andrea completed her certification requirements through Gallup, to become SAMRU's own Gallup Certified Strengths Coach. Completion of her coaching certification further enhances her assistance of students in post-secondary with understanding their talents and strengths in thriving both academically and in the workplace. Gallup's Clifton Strengths testing is used internationally across sectors and is an evidence-based instrument proven to be both valid and reliable in its results over time. For more information on how Clifton Strengths for Students is currently being used in post-secondary, [visit Gallup's website](#).

## **2. Trusting Yourself to Lead**

Presented by Dona Mader, Certified Life Skills, Career Development Coach and Personality Dimensions Facilitator

Thursday, November 8 | 4:00pm – 6:00pm | Programming and Volunteer Room, 2nd floor of Wyckham House (Z204)

Dona Mader has over twenty years of leadership, management and team building experience in the private and non-profit business sectors. Early in her career she started and sold a successful Insurance Agency. Most recently she was employed at MRU as a Life Skills Instructor in the TVP department. Dona has trained in program and workshop development, as well as classroom management and facilitation. She has an exceptional ability to build trust and connect with people from different age groups cultures and backgrounds including those with developmental disabilities. Dona is enthusiastic, open, approachable, creative and committed to job excellence and life-long learning. She volunteers as a Parenting Course Facilitator, Parent Political Advocacy Committee Member and Personal Coach. Family is the most important thing in her life, especially her role as a Grandmother.

Dona is a Certified Life Skills, Career Development Coach and Personality Dimensions Facilitator. She holds certificates in Conflict Resolution and Mindfulness/Meditation.

## **3. Medicine Wheel and Drumming - Aboriginal Teachings on Leadership**

Presented by Chantal Stormsong Chagnon, Singer, Drummer, Artist, Storyteller, Educator and Activist

Thursday, November 1 | 4:00pm – 6:00pm | Programming and Volunteer Room, 2nd floor of Wyckham House (Z204)

Chantal is a Cree Ojibwe Métis Singer, Drummer, Artist, Storyteller, Actor, Educator, Workshop Facilitator, Social Justice Advocate and Activist with roots in Muskeg Lake Cree Nation, Saskatchewan. She shares Traditional Indigenous Songs, Stories, Culture, History, Arts, Crafts and Teachings. Chantal has presented at Conferences, Conventions, Galas, Fundraisers, Community, Social Justice Events and in Classrooms from Preschool through University. She has performed at the National Music Centre, Jubilee Auditorium, Jack Singer Concert Hall, and many other stages showcasing

Traditional and Contemporary Aboriginal Music, as well as Modern Music in Collaboration with various Bands and Artists. Chantal aims to entertain, engage, enlighten, educate, and inspire everyone she meets.

A single mother of two boys, she understands societal struggle first hand. Chantal has been an activist, advocate for her community, professional performer and a staunch crusader for causes close to her heart. She is active within many social justice causes, including Murdered and Missing Indigenous Women (MMIW), Women's Rights, and Environmental Initiatives. She regularly organizes events and shares, singing, drumming, speaking, presenting, and teaching within the community, with a focus on building allies and alliances. Chantal Chagnon is passionate about building awareness and sharing understanding of aboriginal culture, spirituality, social justice and political issues. She creates opportunities for cooperation, education, and empowerment everywhere she can.

## ***Building Relationships***

---

### **1. Sprouting Ideas: Turning Ideas into Action**

Presented by Ravi Thaker, Founder of Paddle Station & Kaylee Houdu, Business Coach

Friday, November 30 | 12:00pm – 2:00pm | Programming and Volunteer Room, 2nd floor of Wyckham House (Z204)

Ravi Thaker is known as serial entrepreneur. Born and raised in Zimbabwe, he moved to Calgary ten years ago and is the founder of seven start-ups. He recently completed his MBA at the Haskayne School of Business in 2018 and founded Paddle Station this summer. Paddle Station allows you to book a kayak and/or a camp kit online, and retrieve it at your reservation time from the respective self-serve locker, hassle-free, at multiple locations in Alberta parks. Ravi hopes to one day to expand Paddle Station across the province and country. Also MRU alumni with diverse experience in entrepreneurial work, he has worked in for-profit and non-profit industries such as Scotiabank, Imperial Oil and the Calgary Interfaith Food Bank. His best advice for budding entrepreneurs is start with the core of your business and make it sustainable.

Kaylee Houdu is committed to what she calls her "3 C's" of communication, collaboration, and creativity when using solution-focused coaching techniques to inspire her clients towards action. Navigating through professional turmoil herself during the Oil and Gas downturn through 2015-2017, this authenticity driven coach knows what it is like. Kaylee's credentials include a life coaching certificate from Erickson Coaching International, a Bachelor of Commerce with a minor in Psychology from UBC's Sauder School of Business, and 5+ years of corporate Human Resources and Recruitment experience. Throughout her career she has coached thousands of employees and leaders through change management, job amplification, and recruitment related strategies. Overcome career dissatisfaction and build a life you love with Kaylee Houde!

### **2. Five Practices of Exemplary Leadership**

Presented by Courtenay Smart, Peer Learning Coordinator & Tash Reynolds, Manager of Operations and Administration for Mount Royal University Residence Services

Friday, November 16 | 12:00pm – 2:30pm | Programming and Volunteer Room, 2nd floor of Wyckham House (Z204)

In this session, students will have a chance to explore their journey as a leader through the lens of Kouzes and Posner's (2012) *Five Practices of Exemplary Leadership*: Model the Way, Inspire a Shared Vision, Challenge the Process, Enable Others to Act and Encourage the Heart.

#### **Facilitators:**

Tash works as the Manager of Operations and Administration for Residence Services and teaches the 'Being a Leader Course' at MRU. She has a Bachelor of Arts in Psychology and Global Studies and is currently completing her Master of

Education in Post-Secondary Studies at Memorial University of Newfoundland. In her spare time, Tash owns and operates an online business called Peppermint + Pine and volunteers as mentor in the Harry G. Schafer Mentorship Program.

Courtenay is currently the Peer Learning Coordinator with Student Learning Services and has a passion for instruction and leadership. She holds a BSc in Nutrition and Food Science from the University of Alberta, and more recently, completed her Master of Arts in Leadership through Royal Roads University. When not working with students, Courtenay can generally be found doing anything active - especially running, hiking or biking.

*Reference: Kouzes, J. M., & Posner, B. Z. (2012). The leadership challenge: How to make extraordinary things happen in organizations (5th ed.). San Francisco, CA: Jossey-Bass.*

### **3. Tapping into your Leadership Strengths**

Presented by Kelly Wood, Faculty Banff Centre's Leadership Institute

Friday, October 19 | 12:00pm – 2:00pm | Programming and Volunteer Room, 2nd floor of Wyckham House (Z204)

Kelly Wood is a strengths- and solutions-based life coach and facilitator. She is faculty at Banff Centre's Leadership Institute and coaches and facilitates with businesses, non profits and individuals through her own business. She designs experiences that challenge, inspire, create and explore with outcomes of empowerment, awareness, awakenings and forward movement.

Her super power is communication, working through conflict and helping clients look through a values-based perspective. You can find her at [KellyWoodCoaching.com](http://KellyWoodCoaching.com), or on Facebook at [KellyWoodCoaching](https://www.facebook.com/KellyWoodCoaching).

### **4. Turning Your Leadership Inside Out**

Presented by Lena Soots, Changemaker in Residence (16 participants only)

Tuesday, November 6 | 12:00pm – 1:30pm | Trico Changemaker's Studio, 3<sup>rd</sup> Floor of the Bissett School of Business (EB3013)

Lena is a Changemaker in Residence with the Institute for Community Prosperity and a Social Innovation Facilitator with the Trico Changemakers Studio. She is a sustainability educator, facilitator, and consultant with over 18 years experience working with local government, academic institutions and community organizations. Her work focuses on community innovation and engagement, with an emphasis on processes that foster deep collaboration and transformative learning. Lena came to Calgary from Vancouver where she was the Program Manager of CityStudio, a faculty member at the Centre for Sustainable Community Development at Simon Fraser University and a member of the Greenest City Steering Committee.

## *Communication*

---

### **1. Present Your Idea like a TED Speaker**

Presented by Kurt Archer, Chair TEDxYYC & Co-Founder WordCampYYC

Wednesday, October 24 | 12:00pm – 1:30pm | Programming and Volunteer Room, 2nd floor of Wyckham House (Z204)

Let's go beyond the elevator pitch and connect your idea directly to the audiences you wish to reach. The workshop will reveal the TED talk speaker preparation process to help you craft your talk to make an impression.

### *SAMRU'S Pinnacle Leadership Challenge Handbook*

Kurt is known as connector, collaborator and ideas guy. He has started two global non-profit organizations, and coached youth across Canada, Latin America and South Asia. Based in Calgary, Kurt is the Chair for TEDxYYC and a co-founder for WordCampYYC in addition to working on various social campaigns. He sits on the AIESEC MRU board and the Morpheus Theatre board. His current business, Archetype: Orange, focuses on empowering entrepreneurs to grow their ideas. When he's not building his business, he's often found acting or directing in community theatre.

## **2. Leading from the Margins**

Presented by Eddy Robinson, Student Leader

Tuesday, November 13 | 4:00pm – 5:30pm | Programming and Volunteer Room, 2nd floor of Wyckham House (Z204)

Eddy Robinson is a fifth year student at Mount Royal majoring in Ecotourism and Outdoor Leadership in the Bachelor of Health and Physical Education (HPED), and minoring in Anthropology and Women and Gender Studies. First as a volunteer for SAMRU and now as a part time employee, they worked hard to create opportunities for themselves. They are currently working as the Pride Centre Administrative Assistant, as an Academic Representation Volunteer and as the VP of the HPED Student Association.

Their leadership experience includes roles in various organizations related to working with marginalized communities. They were Centre for Sexuality's co-coordinator of camp flyreel an LGBTQ youth camp, after being a volunteer for three years. Before that they were an ecoschool facilitator at Camp Chief Hector, working with students from all around Calgary. Through their postsecondary education, they have lead multiple expeditions, and through academic involvement also had the fortune of speaking at many events and in classrooms. 2 years ago they were the winner of the SAMRU Gender and Sexual Diversity award and outside of school, last year they facilitated a workshop at the Alberta GSA conference.

They are passionate about accessibility and advocacy for marginalized communities like the queer community, because of their own intersecting identities. For example, many queer folks have negative experiences with being outdoors or participating in physical activities. These are two worlds Eddy is passionate about and hopes to bring together.

## **3. Speak Up & Stand Out**

Presented by Ravi Chung, Toastmaster, Two-time winner of MRU's Campus Transformation Challenge

Monday, October 29 | 4:00pm – 5:30pm | Programming and Volunteer Room, 2nd floor of Wyckham House (Z204)

Join Ravi in this workshop to explore how to speak with charisma, deliver with confidence, answer questions with composure, and much more.

Ravi graduated from Mount Royal University with his Bachelors of Business Administration in Human Resources and Supply Chain Management in 2017. Since graduating from MRU, Ravi has been working as a Compensation Analyst with the Wynford Group, a Management Consulting company in Calgary which specializes in developing Total Rewards strategies for clients in a broad range of industries.

Ravi currently sits on MRU's Human Resources Partnership Council and is a member of the HR Breakfast Organizing Committee. Ravi is also a member of Toastmasters, a non-profit educational organization devoted to promoting communication, public speaking, and leadership skills.

Workshop Schedule & Important Fall Deadlines

# October 2018

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4	5 Deadline - Pinnacle Application Extension	6
7	8	9	10	11	12 Deadline – Workshop Registration	13
14	15 Deadline - Clifton Strengths Assessment	16 Workshop – Talents, Teams and Strengths (4:00pm – 6:00pm: Second Session)	17	18	19 Workshop - Tapping into Your Leadership Strengths (12:00pm – 2:00pm)	20
21 Deadline – Harry G. Schaefer Mentorship Applications	22	23	24 Workshop – Present Your Idea Like a Ted Speaker (12:00pm – 1:30pm)	25 Workshop – Talents, Teams and Strengths (4:00pm – 6:00pm: First Session)	26	27
28	29 Workshop – Speak Up & Stand Out (4:00pm – 5:30pm)	30	31			

# November 2018

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1 Workshop - Aboriginal Teachings on Leadership (4:00pm – 6:00pm)	2 Workshop – Talents, Teams and Strengths (12:00pm – 2:00pm: Third Session)	3
4	5	6 Workshop – Turning Your Leadership Inside Out (12:00pm – 1:30pm)	7	8 Workshop – Trusting Yourself to Lead (4:00pm – 6:00pm)	9	10
11	12	13 Workshop – Leading From the Margins (4:00pm – 5:30pm)	14	15	16 Workshop – Five Practices of Exemplary Leadership (12:00pm – 2:00pm)	17
18	19	20	21	22	23	24
25	26	27	28 Deadline – Doodle Poll for Simulation Sessions	29 Deadline – Practical Application Choice	30 Workshop – Sprouting Ideas: Turning Ideas into Action (12:00pm – 2:00pm)	

## Leadership in Practice

The practical component of this program, which will take place in the winter semester, is a further development of the leadership skills that you identified when applying to the challenge. Practical application can be fulfilled in three different ways (volunteering in a leadership role, participating in leadership simulation sessions, or one-on-one leadership coaching), but 10 hours of practical application must be completed by the end of March. If you are unsure of which option you should take please chat with the Student Development Programmer.

- *Volunteering in a leadership role:* Practice application of the leadership skills you developed in the first semester. Roles must be approved through the Student Development Programmer to make sure that it is suitable for practical experience. Roles must have a leadership component in order to be approved.
- *Leadership simulation sessions:* Groups will participate in guided leadership tasks that are focused on different leadership competencies. Leaders will rotate for each activity to give each participant a chance to lead. Each session will be three hours (with half hour break), and participants will be expected to complete all four sessions. Schedule for leadership simulation sessions will be decided upon via Doodlepoll in November.
- *One-on-one leadership coaching:* Choose to have a mentor coach you in further honing their leadership skills. This is a great option for those who would like to develop skills in a specific field or area of study. One-on-one leadership coaching is in partnership with the [Harry G. Schaefer Mentorship Program at Mount Royal University](#). This program is available to students in their 3<sup>rd</sup> and 4<sup>th</sup> year from all disciplines. The program aims to be a transformative experience for participants — students and mentors alike. Students and mentors who are matched will be required to complete a two hour orientation in the fall. Mentoring pairs meet from January-June for approximately 2 hours per month. Applications close for 2018/19 on October 21, 2018. If you are unable to partake in the Harry G. Schaefer Mentorship Program alternatively you can find a coach through your own network or with the help of Student Development Programmer.

## Self-Reflection and Journaling

Self-reflection and journaling assignments will be structured around either prompted questions or around questions that participants might want to ask themselves regarding their learning. These reflections will take place throughout the entirety of the challenge.

Participants are also encouraged to journal any new insights, changes they are making in their leadership style, learning moments and notes on skill development. These small insights do not have to be shared with the Student Development Programmer and can be a developmental piece for the participants.

To help with this process, here are some questions to help direct your journal entries

- What did you learn about yourself in this activity/workshop?
- What value did this activity/workshop have to you?
- Describe whether you would recommend this workshop to others?
- Explain what strategies/tools you plan to implement for yourself because of attending this workshop/activity.
- Describe any lightbulb moments that you had.
- How will you do things differently from now on?
- How can you use the skills you have developed when faced with an obstacle?

*SAMRU'S Pinnacle Leadership Challenge Handbook*

- How do this information help you to better understand your unique strengths and talents?
- How can you use this understanding to add value to your life?
- How can you use this understanding to add value to your team?
- What will you do differently tomorrow because of this activity/workshop?
- What can you learn from your strengths/weaknesses?
- What are the top five qualities you would look for in a team member?

## Reading Resource List

If you would like information on books related to leadership for your own interests and knowledge, please see below. These books are to provide you with additional resources but are not required readings for the challenge.

### Books on Self-Awareness:

Title	Description	Author/Year
<p><i>The EQ Leader: Instilling Passion, Creating Shared Goals, and Building Meaningful Organizations through Emotional Intelligence</i></p>	<p><i>The EQ Leader</i> provides an evidence-based model for exceptional leadership, and a four-pillar roadmap for real-world practice. Data collected from thousands of the world's best leaders—and their subordinates—reveals the keys to success: authenticity, coaching, insight, and innovation. By incorporating these methods into their everyday workflow, these leaders have propelled their teams to heights great enough to highlight the divide between successful and not-so-successful leadership. New data from the author's own research into executive functioning describes the neurological aspects of leadership, and a deep look at the leaders of tomorrow delves into the fundamental differences that set them apart—and fuel their achievement.</p> <p>This book provides step-by-step guidance for leading from within this space, with evidence-based approaches for success.</p> <ul style="list-style-type: none"> <li>• Lead authentically to inspire and motivate others</li> <li>• Support employee's needs and nurture development</li> <li>• Communicate with purpose, meaning, and vision</li> <li>• Foster ingenuity, imagination, and autonomous thinking</li> </ul> <p>.Source: <a href="#">Google Play Description</a>, Retrieved Oct 2017</p>	<p>Steven Stein, PHD 2017</p>
<p><i>Clifton Strengths for Students</i></p>	<p>“As a student, you have the opportunity every day to search for patterns in your actions, learn from them and use them to make the most of your life experiences, now and in the future. To do that, you need a solid understanding of where and when you’re at your best: your strengths.</p> <p><i>CliftonStrengths for Students</i> will help you discover and develop your strengths — and reach your full potential. This book includes an access code to take the CliftonStrengths assessment. After you take the assessment, you’ll get a list of your top five themes of talent, which are the themes you lead with. Once you know what your leading themes are, you can begin to turn them into strengths.</p> <p><i>CliftonStrengths for Students</i> will also give you suggestions for developing and using your strengths in college and in the real world. If you understand and apply your strengths, your college journey — and the rest of your life — will be happier, more fulfilling and more successful. That’s the point of developing your strengths. When you do more of what you do best, you build your life around your areas of greatness.”</p> <p>Source: <a href="#">Amazon</a>, Retrieved Oct 2017</p>	<p>Gallu p, 2017</p>
<p><i>Mindful Leadership</i></p>	<p>“In <i>Mindful Leadership</i>, you'll learn how to draw on inner reserves through Mindfulness Meditation, a tool you can use to achieve focus and clarity, reduce stress, and develop the presence of mind to meet any number of challenges.</p> <p>The book opens up a world of meditation exercises that can be done anywhere, anytime (no chanting or patchouli required!) and that are the gateway to improved judgment and decision</p>	<p>Maria Gonzalez, MBA, 2012</p>

*SAMRU'S Pinnacle Leadership Challenge Handbook*

	<p>making, improved time management, enhanced team effectiveness, greater productivity, and more on-the-job inspiration and innovation.</p> <ul style="list-style-type: none"> <li>• Details the nine ways in which leaders can incorporate Mindfulness into every aspect of their lives</li> <li>• Illustrates how meditation and business actually do mix</li> <li>• Essential for anyone interested in anticipating and serving client needs</li> <li>• The author coaches executives throughout North America and is quoted widely in the media</li> </ul> <p>Offering essential skills for both life and work, <i>Mindful Leadership</i> shows how it's possible to successfully lead a team, an entire organization—or just yourself.”</p> <p>Source: <a href="#">Wiley</a>, Retrieved October 2017</p>	
<p><i>Insight</i></p>	<p>“Research shows that self-awareness – knowing who we are <i>and</i> how others see us – is the foundation for high performance, smart choices, and lasting relationships. There’s just one problem: most people don’t see themselves quite as clearly as they could.</p> <p>Fortunately, reveals organizational psychologist Tasha Eurich, self-awareness is a surprisingly developable skill. Integrating hundreds of studies with her own research and work in the Fortune 500 world, she shows us what it really takes to better understand ourselves on the inside - <i>and</i> how to get others to tell us the honest truth about how we come across.</p> <p>Through stories of people who’ve made dramatic gains in self-awareness, she offers surprising secrets, techniques and strategies to help readers do the same – and how to use this insight to be more fulfilled, confident, and successful in life and in work.”</p> <p>Source: <a href="#">Amazon</a>, Retrieved October 2017</p>	<p><i>Tasha Eurich, 2017</i></p>

Books on Relationships:

Title	Description	Author/Year
<i>The Soul of Leadership</i>	<p>“Bestselling author and spiritual guide Deepak Chopra invites you to become the kind of leader most needed today: a leader with vision who can make that vision real. Chopra has been teaching leadership to CEOs and other top executives for eight years, and the path outlined in <i>The Soul of Leadership</i> applies to any business, but the same principles are relevant in every community and area of life, from family and home to school, place of worship, and neighborhood. “At the deepest level,” Chopra writes, “a leader is the symbolic soul of a group.”</p> <p>The <i>Soul of Leadership</i> aims to fill the most critical void in contemporary life, the void of enlightened leaders. “You can be such a leader,” Chopra promises. “The path is open to you. The only requirement is that you learn to listen to your inner guide.” In this unique handbook you are shown how to do just that, in words as practical as they are uplifting. The future is unfolding at this very minute, and the choice to lead it lies with each of us, here and now.”</p> <p>Source: <a href="#">Indigo Books</a>, Retrieved October 2017</p>	Deepak Chopra, 2010
<i>Captivate</i>	<p>“As a human behavior hacker, Vanessa Van Edwards created a research lab to study the hidden forces that drive us. And she’s cracked the code. In <i>Captivate</i>, she shares shortcuts, systems, and secrets for taking charge of your interactions at work, at home, and in any social situation. These aren’t the people skills you learned in school. This is the first comprehensive, science backed, real life manual on how to captivate anyone—and a completely new approach to building connections.</p> <p>When you understand the laws of human behavior, your influence, impact, and income will increase significantly. What’s more, you will improve your interpersonal intelligence, make a killer first impression, and build rapport quickly and authentically in any situation— negotiations, interviews, parties, and pitches. You’ll never interact the same way again.”</p> <p>Source: <a href="#">Amazon</a>, Retrieved October 2017</p>	Vanessa Edwards, 2017
<i>Principled-Centered Leadership</i>	<p>“Stephen R. Covey shows how you can become a principle-centered leader, and how you can use principle-centered leadership philosophies to more effectively manage people. Principle-centered power is created when the values of the follower and leader overlap. Control is apparent, but it is not external; it is self-control. It elicits a willingness to risk doing the right things because they are valued and modelled by the leader. People follow the leader because of who he or she is. This book is full of lists, charts, diagrams and anecdotal examples to help the reader fully comprehend the ideas contained within. The cover of the book has the famous quote, “Give a man a fish and you feed him for a day; teach a man to fish and you feed him for a lifetime.” This quote encapsulates the intentions of the book. Covey wants to teach you how to fish. And he wants you to know it’s not as simple as picking a lure and casting. Good fishermen learn through years of applying their skills. Managers become good managers through years of applying principle-centered leadership.”</p> <p>Source: <a href="#">get abstract</a>, Retrieved Oct 2017</p>	Steven Covey, 1989

Books on Communications:

<p><i>Leading Out Loud: Inspiring Change Through Authentic Communication</i></p>	<p>“This book focuses on methods of giving a speech that inspires others to support a cause or embrace change. Part one examines the changing context of leadership, discovering one’s vision and values through personal self-reflection, developing one’s voice by taking a stand on an issue and disciplining one’s voice for clarity by writing, and developing one’s communication style while managing one’s emotions. Part two covers techniques for effective speaking (e.g., use of metaphors and images to make messages meaningful and memorable) and other important elements of a speech (e.g., establishing credibility for a cause and building trust, creating a shared context, declaring and describing the future, concluding one’s message with a commitment to act, and responding authentically to questions from the audience).”</p> <p>Source: <a href="#">American Library Resource website</a>, Retrieved Oct 2017</p>	<p>Pearce, Terry Rev. ed. San Francisco: Jossey-Bass, 2003</p>
<p><i>Communicate to Inspire</i></p>	<p>“<i>Communicate to Inspire</i> answers some of the key practical questions for becoming a better leader, such as: "How do you learn to be yourself, better?" and "What should you examine and how should you articulate your own purpose and values?" Kevin Murray presents a model that charts the leadership process and draws stories from his experience coaching leaders.</p> <p>This book offers principles of leadership communication that address: how to become more audience-centric; how to emphasize values; how to focus on the people leaders need to inspire; what methods and tools to use to try to see the world through their eyes and address their needs; and mastering the art of public speaking. <i>Communicate to Inspire</i> uses charts and information gathered from dozens of successful training programs to determine how to turn a department, division or company into a better listening, faster responding, more innovative entity, just by holding more and better structured conversations.”</p> <p>Source: <a href="#">Amazon</a>, Retrieved October 2017</p>	<p>Murray, Kevin 2014</p>
<p><i>The Inspiration Code</i></p>	<p>“Executive coach Kristi Hedges spent years studying exactly what inspiring leaders do differently. Informed by quantitative research and thousands of responses from leaders at all levels, she reveals that inspiring communication isn’t about grand gestures. Instead, those who motivate us most do a few things routinely, consistently, and intentionally. Inspirational people are:</p> <p>PRESENT: investing their full attention and letting conversations flow</p> <p>PERSONAL: speaking genuinely, listening generously, and acknowledging the potential of those around them</p> <p>PASSIONATE: exhibiting sincere emotion and exuding energy attuned to the situation</p> <p>PURPOSEFUL: helping others find meaning and see their place in the bigger picture”</p> <p>Source: <a href="#">Net Galley</a>, Retrieved Oct 2017</p>	<p>Kristi Hedges 2017</p>
<p><i>Everyone Communicates, Few Connect</i></p>	<p>“World-renowned leadership expert John C. Maxwell says if you want to succeed, you must learn how to connect with people. And while it may seem like some folks are just born with it, the fact is anyone can learn how to make every communication an opportunity for a powerful connection. In <i>Everyone Communicates, Few Connect</i>, Maxwell shares the Five Principles and Five Practices to develop the crucial skill of connecting, including:</p> <p>Finding common ground</p>	<p>John C. Maxwell 2010</p>

*SAMRU'S Pinnacle Leadership Challenge Handbook*

	<p>Keeping your communication simple  Capturing people's interest  Inspiring people  Staying authentic in all your relationships  The ability to connect with others is a major determining factor in reaching your full potential. It's no secret! Connecting is a skill you can learn and apply in your personal, professional, and family relationships.”</p> <p>Source: <a href="#">Indigo</a>, Retrieved October 2017</p>	
<p><i>Crucial Conversations</i></p>	<p>“<i>Crucial Conversations</i> offers readers a proven seven-point strategy for achieving their goals in all those emotionally, psychologically, or legally charged situations that can arise in their professional and personal lives. Based on the authors' highly popular Dialogue Smart training seminars, the techniques are geared toward getting people to lower their defenses, creating mutual respect and understanding, increasing emotional safety, and encouraging freedom of expression. Among other things, readers also learn about the four main factors that characterize crucial conversations, and they get a powerful six-minute mastery technique that prepares them to work through any high impact situation with confidence.”</p> <p>Source: <a href="#">Leadership Now</a>, Retrieved Oct. 2017</p>	<p>Switzer, Grenny, McMillan</p>