



SOUTHERN BUSINESS EDUCATION ASSOCIATION

www.sbea.us

Greetings SBEA Members:

With the writing of this newsletter, I am filled with many emotions. This is my last newsletter as your 2019 SBEA President. The year has flown quickly, and I am so grateful for the opportunity you have afforded me to be your leader of our wonderful organization.

As I thought about what to write in this last newsletter, I kept thinking about what had been printed over the last 14 months. We have highlighted all 12 of our states. We have showcased our awesome national and regional conventions. We have spotlighted our members and students. We shared ideas for classroom use.

Finally, I decided to focus on leadership. This is an issue near and dear to my heart. I was raised to believe that we should all (male or female) strive to be the best we can be, help others, and lead in any situation we face or are charged. If a need is seen, then meet the challenge head-on and resolve it.

From before the United States was even a country, every generation of my family has taken on the mantle of duty and leadership. For instance, one of my grandfathers, Philip Jacob Rothrock was the United States Commissioner of Printing and Engraving at Philadelphia after the Revolutionary War. Other relatives have been state and national leaders. Many have fought in the different wars for the freedoms and rights that we are blessed to have. When I see the many challenges facing our business education associations and business education in general, how can I not step forward and try to help?



Here is an analogy that I see for an effective leader. I will use softball since I enjoy sports. Think of a pitcher. The pitcher has a team behind her who supports her and has her back. She faces the team's opponent with the goal in mind to strike out their batters and help her team win the game by earning more runs. Many of those people she faces are hostile – not just the batter but the spectators. Often, this challenge is difficult and is done alone. The pitcher must be visible, willing to take risks, trusting that others will do what is expected in their roles, communicating always like pointing at a ball coming at a fielder to handle, and coaching up the team all the while trying to appear emotionless or calm. None of this is easily done. Leadership is not easy either. However, we all can be leaders and should be willing to lead.

LEADERSHIP

So, what is a leader? There are many ideas or characteristics associated with leadership. Some people think of motivation. Others think inspiration. Still others visualize results from actions taken, vision and goal mindsets, removing barriers and improving situations, or working for others. No one definition meets all the ideas people have for what a leader is and does.

How can we help our students learn about becoming leaders? One of the first things we can do is help them learn what their strengths are. Here is a 56-question survey to help students identify these strengths.

<http://www.literacynet.org/mi/assessment/index.html>

Another idea to consider is to help students learn about their personalities. There is a free Jung Typology Test. Students can answer the questions based on their first reactions since those are usually the most accurate, honest answers. When the questions are answered, four letters will appear that represent their personality.

<http://www.humanmetrics.com/personality>

The two links below explain more of the four-letter combinations that represent personality types.

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

<https://www.truity.com/page/16-personality-types-myers-briggs>

Effective Leadership: 9 Qualities of Successful Leaders from the University of Notre Dame is a short little article that discusses several leadership qualities people need. They include self-assessment, sharp perception, responsiveness to group need, and team building skills. Look at this and note which qualities you feel you have and the qualities that you could improve. Do the same with your students.

https://www.notredameonline.com/resources/leadership-and-management/what-makes-an-effective-leader/#.VA9V_vldV8E

Leadership Getting It Done from the University of Missouri is an article I read a couple of years ago and saved. It listed many "P" characteristics an effective leader should have. These traits include personality, persuasiveness, persistence, patience, perception, probity, praise giving, positive orientation, people skills, possibilities, progressiveness, preparedness, and power-building. The article is no longer available that I am aware, but the information it contained is still as relevant today as it was then.

Here is a 3-minute YouTube video that discusses the Top Ten Characteristics of a Leader.

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





True leaders share many similar qualities. Some character traits of leaders include honesty, strong sense of responsibility, vision, persistence, intelligence, and competence or capability. These are just a few of the many characteristics a leader must possess. A true leader is like a column standing straight and tall - like the columns on the New York City courthouse displayed above. Can you think of other characteristics?

True leaders have obstacles they must aid a group with overcoming. The **Ethics of Teamwork** by William Frey gives 7 obstacles a leader must help a group overcome. Some obstacles or barriers to a successful group include the following:

1. Abilene Paradox - Failure to communicate within the group - no one speaks up
2. Groupthink - no one in the group will openly question the rightness of a situation - the entire group will follow the "the party line while happily marching off the cliff, all the while blaming 'them' (outsiders) for the height and situation of the cliff
3. Group Polarization - a group allows their individual differences to become disagreements
4. Free Riders - people in a group who do not work or do their share of the work and allow the others in the group to do everything
5. Outliers - these people want to work but do not integrate into the group and require encouragement to participate because they are shy or something
6. Hidden Agendas - this situation arises generally when someone in the group holds back for some reason. They may have been "shot down" in another situation and now believes it is best to stay quiet and let the others "figure it out without me."
7. Conflict of Effort - these group members are overbooked generally and cannot participate as fully or provide the quality of effort that would normally be given

A good leader can try some of the following practices to assist groups with overcoming barriers like those mentioned above.

- Conduct anonymous surveys asking participants for input on the project
- Assign someone the role of "Devil's Advocate"
- Allow group members, when possible, to work in areas that interest them
- Brainstorm ideas for overcoming obstacles and have everyone provide input and set a course of action
- Obtain input from all stakeholders in the process or activity

Some of this has gotten serious. Let's take a moment for some humor before looking at conflict resolution strategies of a leader. Watch this teamwork video, please.

https://www.youtube.com/watch?v=1qzzYrCTKuk&list=PLUYOpdGxCbhwrO5e_GENgy0n5zpn-Ev0v

Conflict Resolution Resolving Conflict Rationally and Effectively information regarding conflict styles. It is important to realize what style of personality you have so that you can manage your behavior as well as effectively work with others around you. This knowledge of conflict styles can help you understand why others react the way they do in tense situations. Are you competitive, collaborative, compromising, accommodating, or avoiding? Also, understand your reason for approaching situations as you do. In other words, do you try to maintain relationships with others or not? Think about what the article says and watch the video on the page as well.



https://www.mindtools.com/pages/article/newLDR_81.htm

Look at *Conflict Management Strategies and Styles*. This site repeats some of the information from the site just prior to this. However, it has some cute pictures to represent the various styles. Also, the site promotes the positive effects from the different styles and negative aspects for certain styles and situations.

<http://home.snu.edu/~hculbert/conflict.htm>

Some final quick videos...

Conflict Resolution Strategies | How to Resolve Conflicts at Work

<https://www.youtube.com/watch?v=slzyvjaOEY8>

Conflict Resolution

<https://www.youtube.com/watch?v=KY5TWWz5ZDU>



Is this next video an effective way to handle conflict? We have all felt like this even if we resisted the urge. Yes, it is hard. Enjoy and try to find the humor here.

Conflict Resolution – The Waterboy

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

2020 STATE CONFERENCES

STATE	DATE(S)	LOCATION	WEB PAGE
Alabama	Saturday, February 1	Birmingham, AL	https://www.albusinessed.org
Arkansas	Tuesday, July 28-Wed., July 29	Hot Springs, AR	https://www.abea.us
Florida	Monday, July 20	Orlando, FL	https://www.fbtea.org
Georgia	Tuesday, Sept. 15-Fri., Sept. 18	Blairsville, GA	http://www.gbea-online.org
Kentucky	Sunday, July 26-Wed., July 29	Louisville, KY	http://www.kbea.org/news
Louisiana	Friday, March 6	Lake Charles, LA	http://laabe.weebly.com
Mississippi	Details Coming Soon		https://msmbea1950.wordpress.com
North Carolina	Details Coming Soon		https://www.ncbea.org/index.htm
South Carolina	Wed., Feb. 19-Sun., Feb. 23	Myrtle Beach, SC	http://www.scbea.org
Tennessee	Details Coming Soon		Twitter at @drvhemby
Virginia	Monday, July 20-Thurs., July 23	Roanoke, VA	https://sites.google.com/view/vbea/home
West Virginia	Details Coming Soon		http://wvbea1.wixsite.com/wvbea

2020 SBEA PLANNING MEETING

Your 2020 SBEA Board will be meeting in January. During this time, we will make plans for the October SBEA Convention to be held in Memphis, Tennessee. Mark your calendars now to attend. You will want to be “Rockin’ and Rollin’” with us. Let us know if you have ideas for inclusion.

2020 NBEA CONVENTION



MEMBERSHIP

Please encourage your friends and colleagues to join SBEA. Membership is \$100 for one year. With membership a person has access to monthly newsletters, professional journals, and publications. The annual national and regional conventions can be attended with reduced registration fees. Of course, membership provides a \$250,000 professional liability insurance policy. Below is the link:

<https://www.nbea.org/newsite/member/index.html>

Those desiring to join SBEA with NBEA may do so by mailing their membership form or completing the online form. Below is the link:

<https://www.nbea.org/newsite/member/join.html>



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CONCLUSION

I would like to take a moment to extend an apology to Dr. Chad Springer. In the November newsletter, I inadvertently left off the title of Dr. from his name. Those who have earned their doctorates know this is a very grueling process and deserve to have this recognition. However, in trying to name people, it is easy to overlook something like a title. Even worse is not to recognize someone. So, please accept my apologies, Dr. Springer and anyone else this past year if I mistakenly left off a title or your name. It was definitely not intentional.

In conclusion, I would like to tie back to the leadership theme. Around the end of the spring semester, I will be sending out a call for interest to serve as a leader in SBEA. If you are interested in serving and leading our wonderful organization, please let me know.

I hope you are ready to begin “Marching Off the Map.” This is a book study from Dr. Tim Elmore that I completed and is wonderful. He states the following on page 102 of his book about leadership being like a swing set and needing a plumb line.

“Wise leaders utilize vision that can see both backward and forward. They look back and learn from the past. They glean from past mistakes in order to avoid repeating them. Additionally, they seek what was helpful and timeless so they can carry those elements forward...{they} peer outward ahead of them, to see how high and far they can go...Swinging back means we get in touch with our heritage – our roots, who we are, and how we got here today. Swinging forward means we’ve not forgotten why we exist and won’t lose our sense of mission as we progress into the future.”

Your 2019 SBEA Board wishes you a very Merry Christmas and Happy New Year. The 2019 officers are listed below for your convenience. We would love to hear from you and are here to serve you until December 31, 2019. This is your organization!

Michelle Taylor, President
Marie Coleman, President-Elect
Tracie Opolka, Secretary
Janet Kreider, Treasurer
Dana Dingell, Past President
Jennifer Stubberfield, Membership Director
Elisha Wohleb, Convention Coordinator
Geana Mitchell, SBEA Representative to NBEA

Michelle

Michelle Taylor
2019 SBEA President

