



Ulster
Leadership
Development
Institute
Class of 2020



Leadership

"You gain strength, courage, and confidence by every experience in which you really stop to look fear in the face. You must do the thing you think you cannot do."

-Eleanor Roosevelt



M&T Bank is proud to
support Ulster County
Regional Chamber of
Commerce Foundation,
Inc.

Congratulations to the Ulster Leadership Class of 2020.

M&TBank
Understanding what's important®

M&T Bank

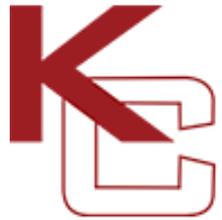


**Thanks to our Annual
Institute Sponsors!**
***You make this program
possible.***

ULSTER LEADERSHIP

Celebration

Celebration GOLD SPONSORS



Engineering and
Land Surveying, P.C.

Ulster  Savings
MEMBER FDIC



SCHOOL OF BUSINESS
STATE UNIVERSITY OF NEW YORK AT NEW PALTZ

“Do not follow where the path may lead. Go instead where there is no path and leave a trail.”

-Ralph Waldo Emerson



ULSTER LEADERSHIP

Celebration

Celebration GOLD SPONSORS



ULSTER LEADERSHIP

Celebration

Celebration GOLD SPONSORS



RONDOUT
SAVINGS BANK
always working for you and our community



The Retreat at the Emerson Resort & Spa

Getting to know each other



Class of 2020:
Andy Barth and
Vince Buono





**“Life is an interesting
teacher – it gives you the
test first, then gives you the
lesson.”**

Elliott Auerbach





DIVERSITY & INCLUSION

EQUALITY VERSUS EQUITY

Equality we assume everyone is the same and have the same needs.

Equity is the fair treatment based on needs.

Inclusive Excellence addressing the In by removing all barriers.

Adapted from *Diverse Teams at Work*. Loden, Gardenschwartz & Rowe. Irwin 1994

WMC Health

The slide features three panels illustrating the concepts of equality, equity, and inclusion using a baseball field example. In the first panel, three people of different heights are standing on a grassy field, each holding a baseball bat. The tallest person can see over the fence, the middle person can just see, and the shortest person cannot see at all. In the second panel, the tallest person has moved to the back, allowing the middle person to see over the fence. In the third panel, the tallest person has moved to the side, allowing the shortest person to see over the fence. The WMC Health logo is visible in the bottom right corner.

Learning
and
Trusting



Class of
2020:
Meghan
Cimorelli
and Briana
Cole

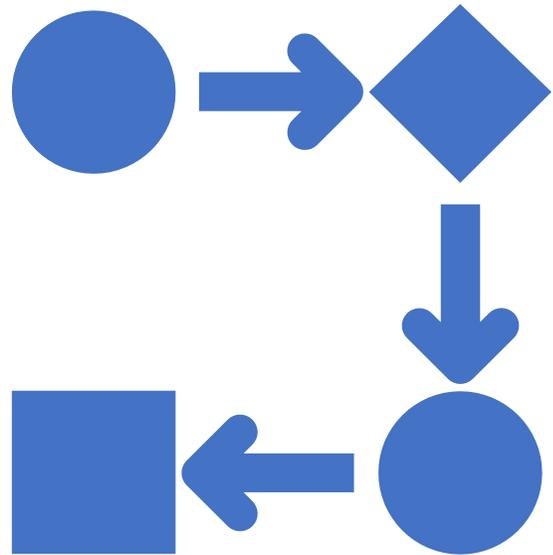


Activities, Dinner

Can we do this every day?



Reception with Chamber
and Foundation Board
Members



“Transition is not a problem; it’s a system to figure out.”

Susan Buckler

Class of 2020:
Terri Cranston and
Kayleigh DeCicco





ULSTER LEADERSHIP

Celebration

Celebration SILVER SPONSORS

Francis P. Flynn, CPA



John Eickman





Class of 2020: Rachel
Jacob, Celeste
Emmons and Jo Dunn



Nonprofit Leaders Panel and Discussion

Sharing expertise and then some goodies from Adams

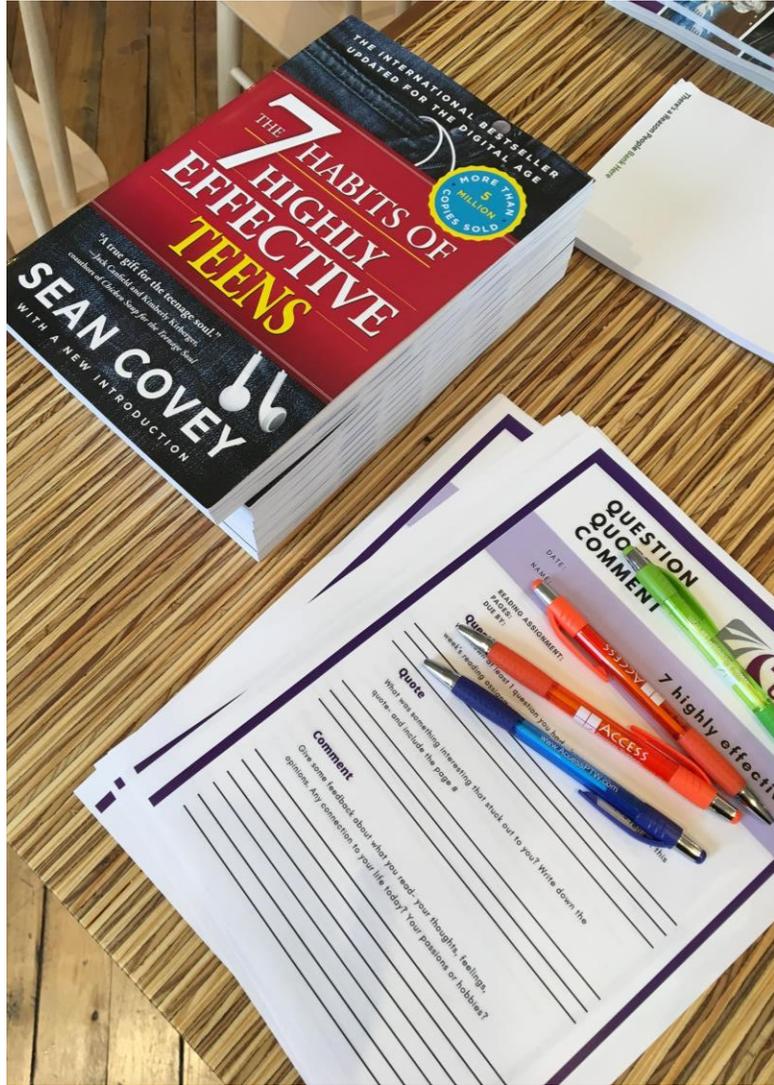




“The pessimist complains about the wind. The optimist expects it to change. The leader adjusts the sails.”

John Maxwell



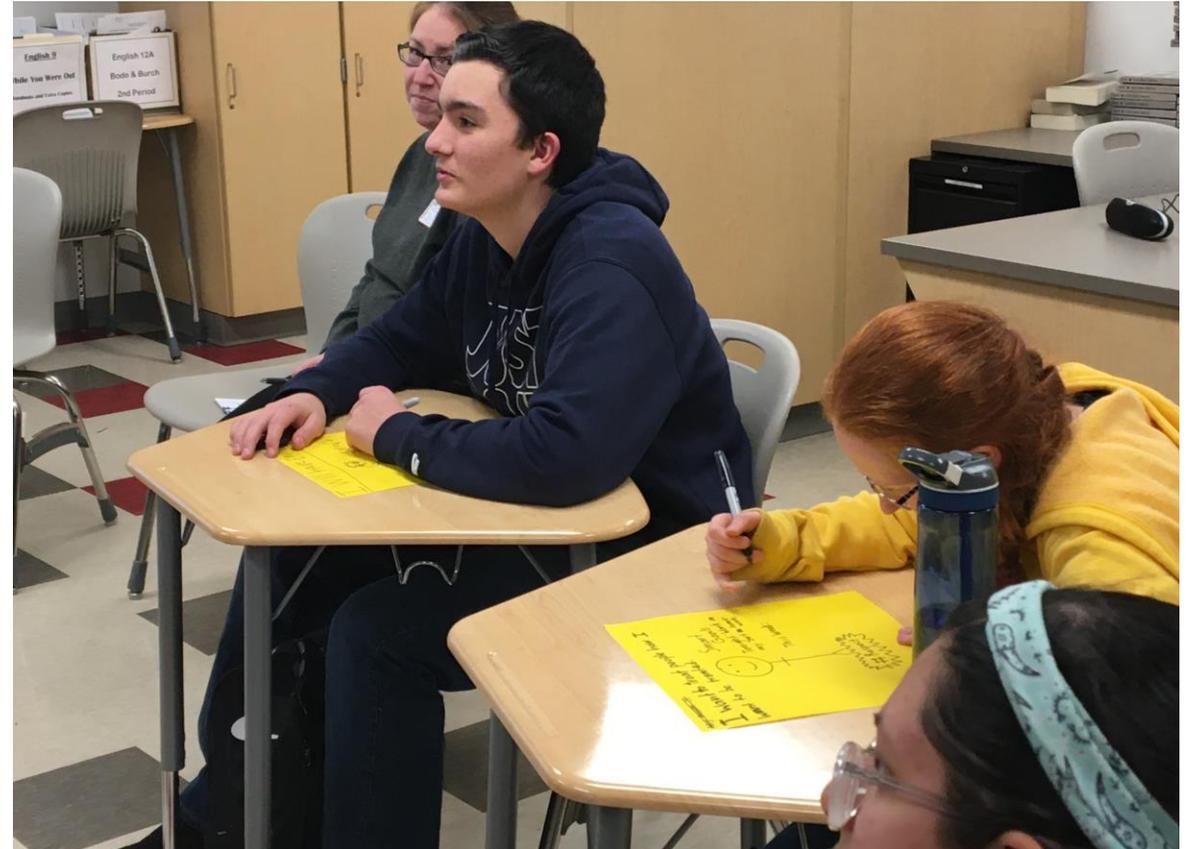


Youth Leadership

Class of 2020:
Tina Dierna and
Megan
Donahue



The Seven Habits





Session with
Ward Todd
at Arconic

Public Speaking Techniques



ULSTER LEADERSHIP

Celebration

Celebration BRONZE SPONSORS

Adams Fairacre Farms

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The Bank of Greene County



Class of 2020: Aaron
Kleiner and Brandon Knoll

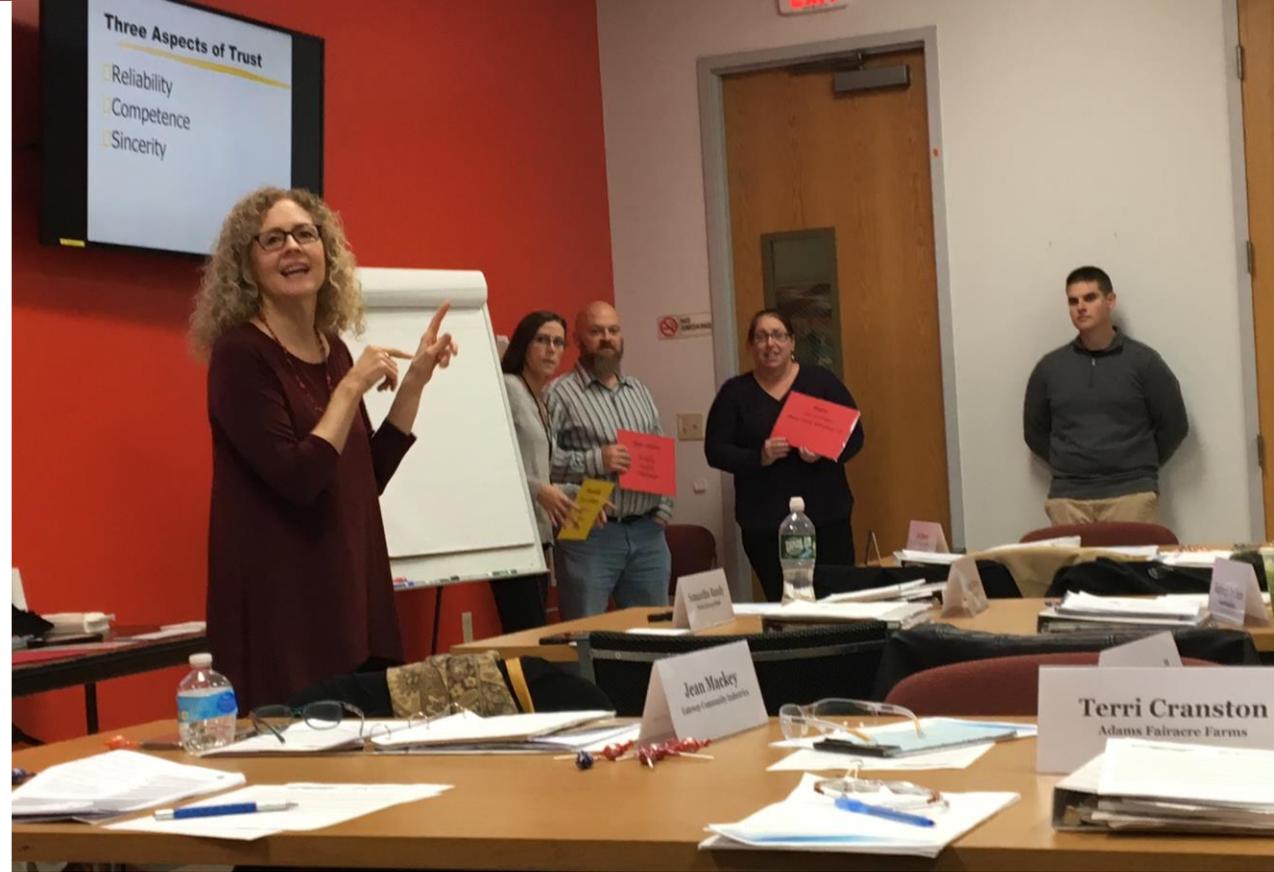


Business and Industry Panel and Discussion



**“Management is
doing things right;
leadership is doing
the right things.”**

***Peter F. Drucker,
author and
educator***



Evaluations and the DiSC Profile



Class of
2020:
Jean
Mackey and
Jason
Malizia

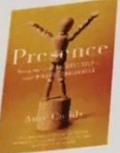
Session with Elliott Auerbach

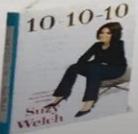


nal Chamber of C
icipant Attenda

7/18	1/15	12/
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NEVER EAT ALONE


PRESENCE*


10-10-10


THE PHYS IN THE BOAT


OUTLIERS


RANGE


Keith Ferrazzi

Amy Cuddy

Suzy Welch

Daniel James Brown

Malcolm Gladwell

David Epstein



Mindy Kole

Public Speaking and Tips from TED Talks



Health Services Panel
for Youth Program

Class of 2020:
Michele LaMunyan
and Dave Lesperence





Working and Learning together

How do you feel on days like these?

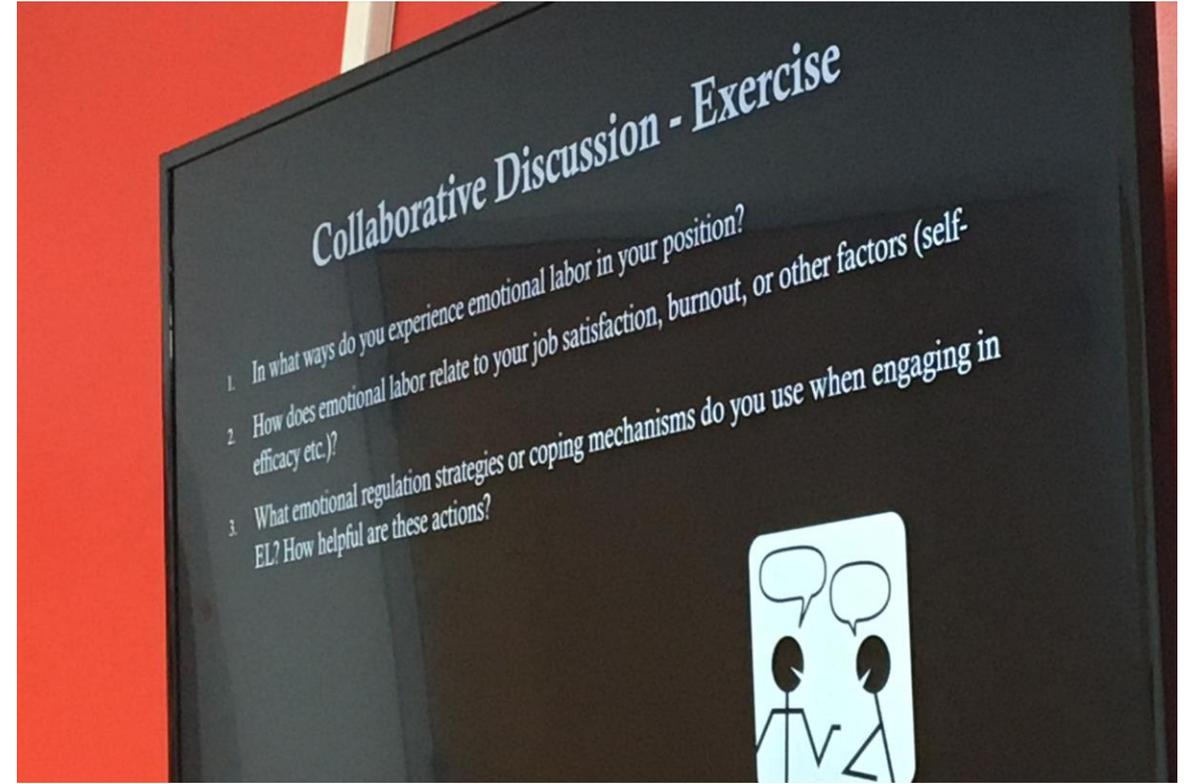
Carrying Your Own Weather	
Sunny	Stormy
- happy	mad
- being a leader	sad
- playful	angry
- cheerful	alone/lonely
- funny, laughing	throwing things
- nice, kind	grumbling
- friendly	pushing
- smiling	crying
- calm	boring
- proactive	yelling
- problem solver	lazy
	- bossy
	- tense
	- frustrated
	- annoyed
	- reactive



7 Habits Learning and Tower Products Tour

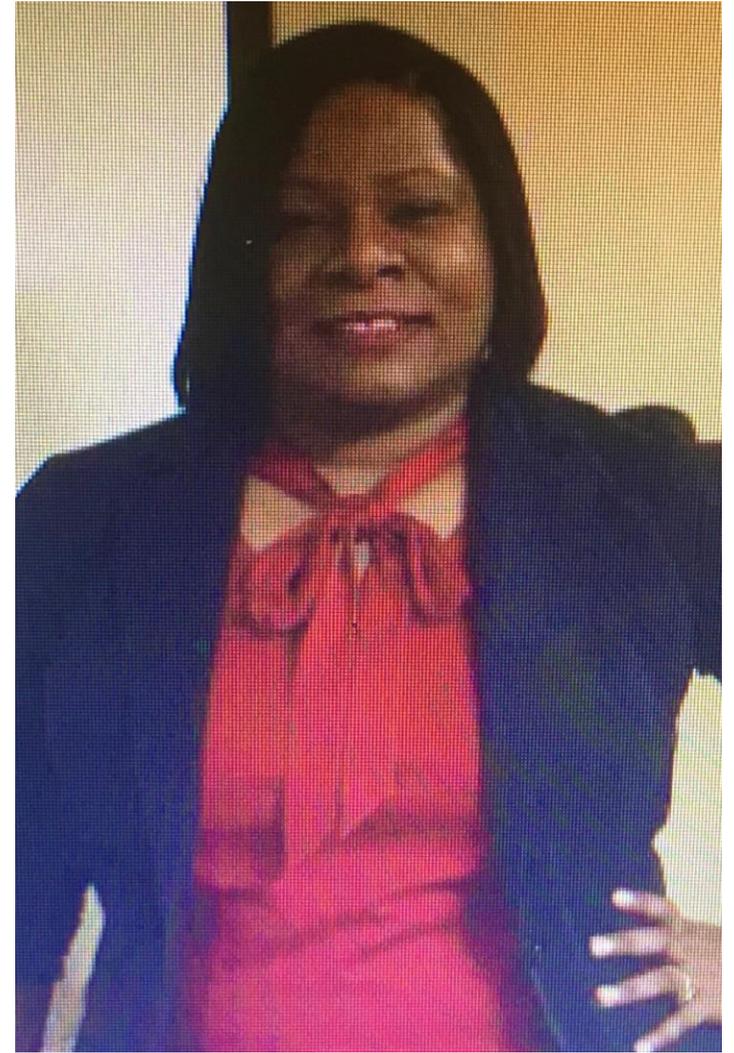


Feeney Shipyard with
the Youth



Learning about Emotional
Labor

Class of
2020:
Stephanie
Montanya
and Andrea
Newman-
Harvey





Session with
March
Gallagher in
the
Legislative
Chambers

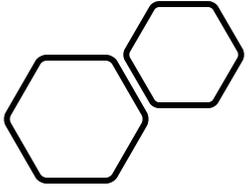


Opening Retreat with Youth Leadership

“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”

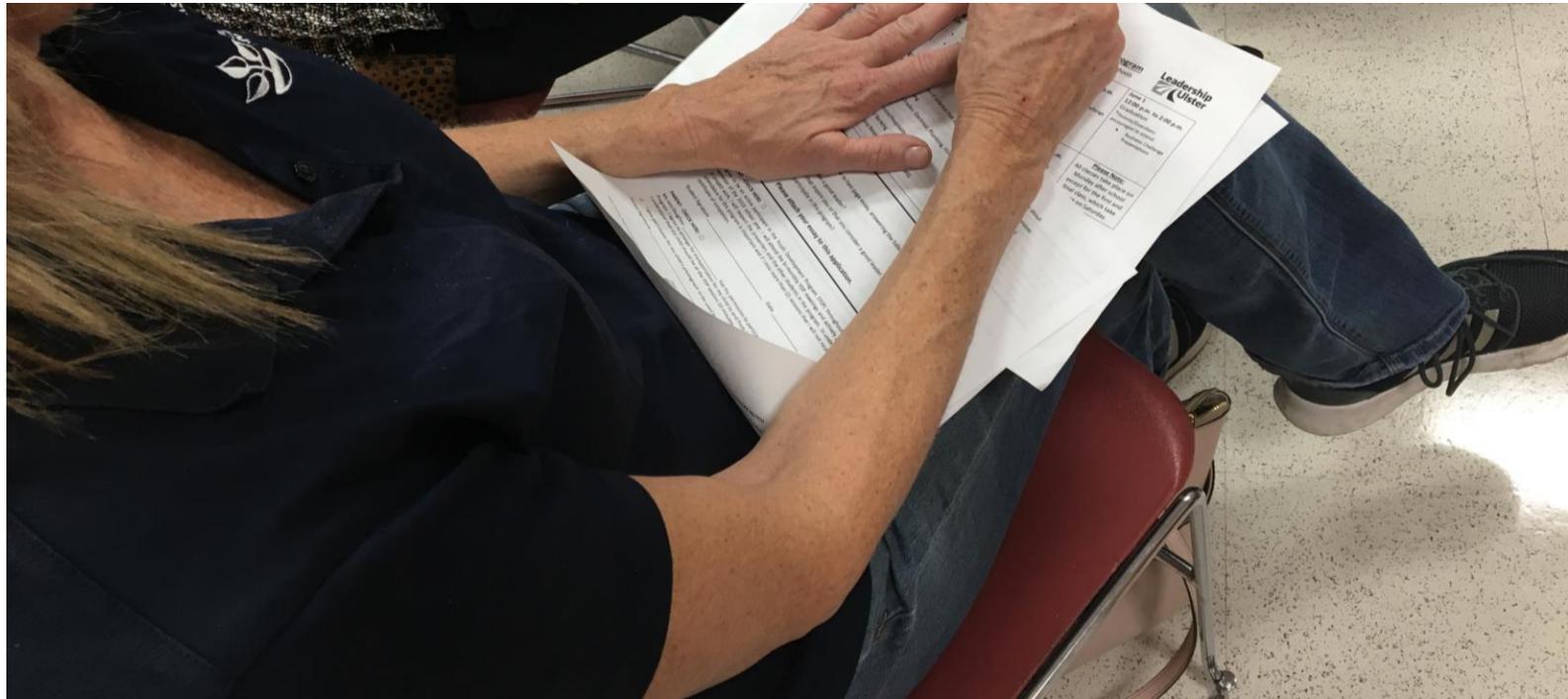
John Quincy Adams, former U.S. President

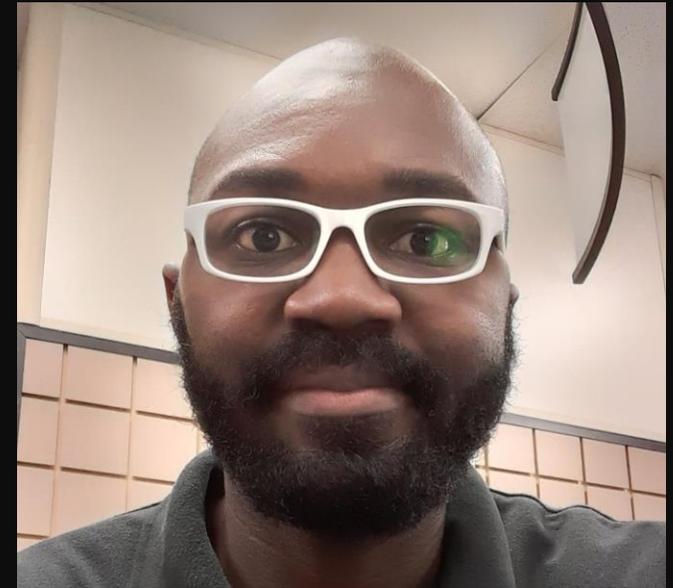




Youth Leadership

Working with the
students to
schedule the
sessions and
corporate tours





Class of 2020:
Karishma Vermani and
Jermaine Williams

The Pig Test

Elliott Auerbach's fun pig test to determine leadership styles!



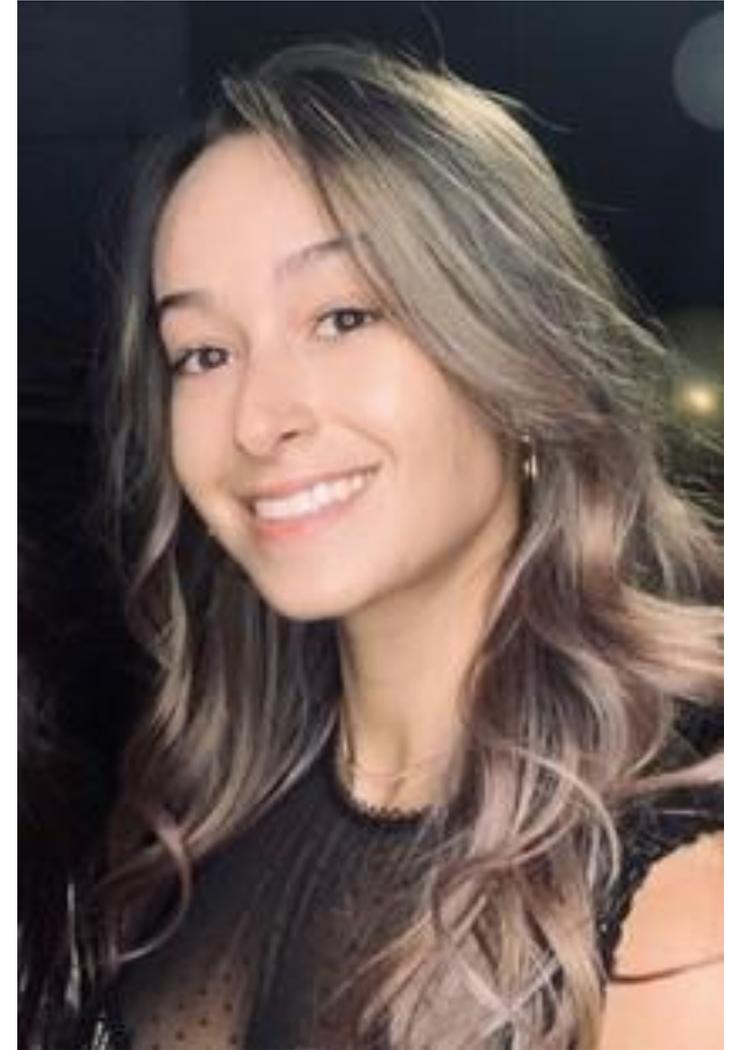
Youth Session and Ulster County Jail Tour





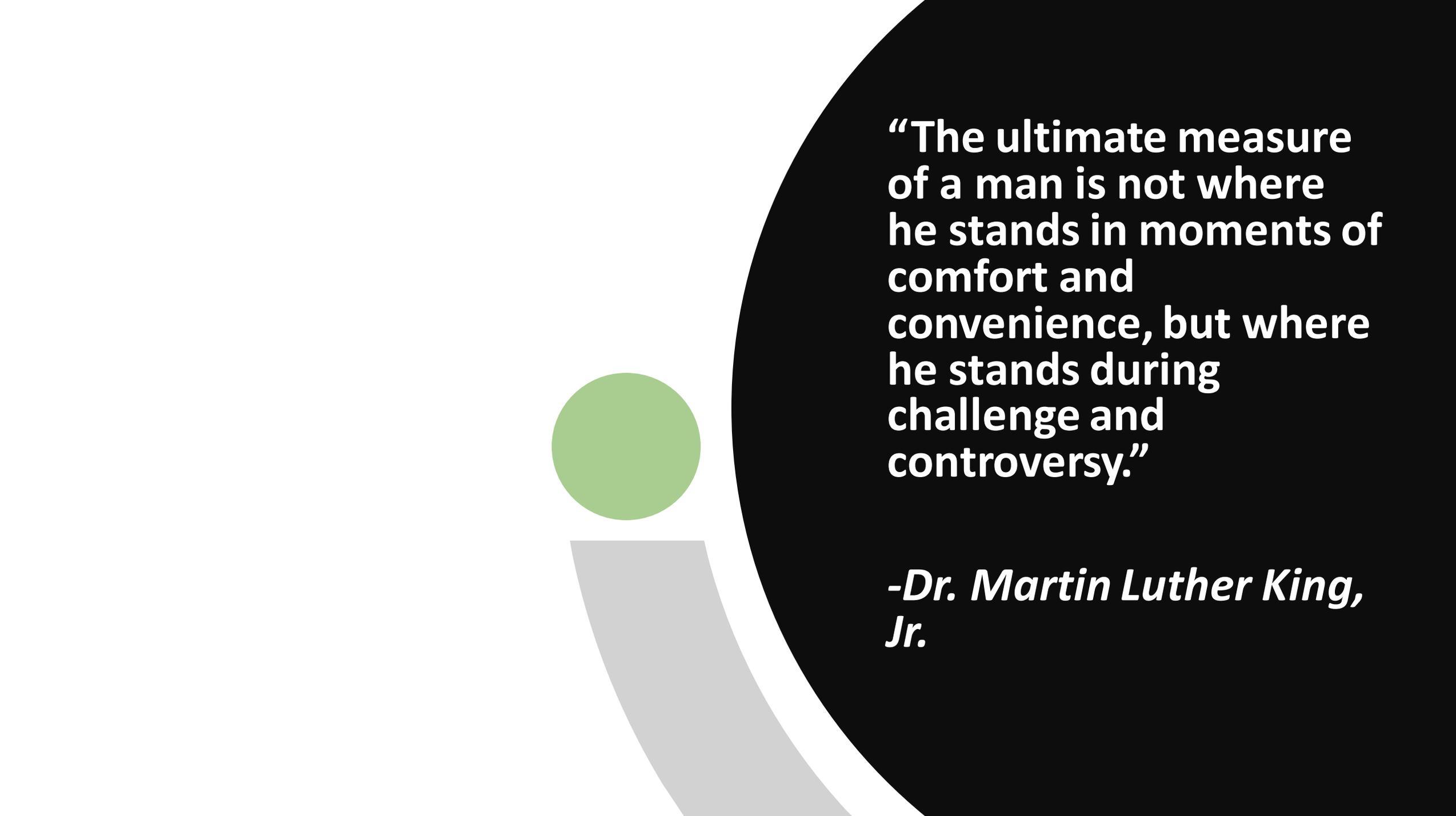
Retreat Fun at the
Emerson Resort & Spa

Class of
2020:
Brittany
Proia and
Samantha
Randy





Marketing and Tourism Panel – our last in-person session at the start of the pandemic



**“The ultimate measure
of a man is not where
he stands in moments of
comfort and
convenience, but where
he stands during
challenge and
controversy.”**

***-Dr. Martin Luther King,
Jr.***

Pivot to Virtual Presentations!





Ingrid Kulick & Tara Dickett, Leadership Ulster Coordinators

