

It Starts Within You

Melissa Keomoungkhoun and Jennifer Pfau





Jennifer Pfau

SVRS District Manager - Outreach/Sales

Born and raised in Denver, Colorado

Experience:

- Founding member and administer of non-profit agency serving deaf victims of domestic violence/sexual assault
- Dedicated volunteer serving as a president and member for the Colorado Association of the Deaf for over 10 years
- Worked as a community liaison with the legislature on policies

Favorite activity:

- Spending quality family time and camping



Melissa Keomoungkhoun

Marketing Events Coordinator

Born in Sydney, Australia and raised in Australia & Texas

Experience:

- One of the founding members of a non-profit organization, Saola Foundation, to save the Southeast Asian animal, saolas, from extinction
- Served as a cultural director for Asian Deaf Club at RIT/NTID

Favorite activity:

- Traveling, eating, planting and running



Artwork by David Call 2019

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Values

- Accountability
- Achievement
- Adventure
- Ambition
- Balance
- Being the best
- Belonging
- Collaboration
- Commitment
- Community
- Courage
- Curiosity
- Creativity
- Dignity
- Diversity
- Efficiency
- Equality
- Excellence
- Friendship
- Fun
- Generosity
- Gratitude
- Growth
- Honesty
- Hope
- Humor
- Initiative
- Justice
- Kindness
- Knowledge
- Loyalty
- Making a difference
- Openness
- Optimism
- Patience
- Reliability
- Respect
- Responsibility
- Risk Taking
- Safety
- Success
- Teamwork
- Trust
- Truth
- Understanding
- Uniqueness
- Vision
- Wisdom

Common Leadership Blind Spots

Thinking their way is
the *ONLY* way

Out-of-Control Ego

Insecurity

Weak Character

Ways to Mitigate Blind Spots



- Check your passion level daily
- Learn to love/accept each individual more than positions
- Make it your goal to serve someone, somewhere everyday
- Integrity and Accountability should be your compass

Activity

The Self



**Self-
Esteem**



**Self-
Knowledge**



**Social
Self**



**Self-
Concept**

Identify good qualities as a leader

- Have a sense of gratitude
- Compliment others and team
- Forgive others
- Accept responsibilities
- Give other people credit for their victories
- Keep a journal
- Want others to succeed
- Keep a "to be" list
- Talk about ideas
- Share information and data
- Set goals and develop life plans
- Exude Joy
- Embrace change
- Continuously learn
- Operate from a transformational perspective
- Keep a "to-do/project" list
- Criticize
- Holds a grudge
- Have a sense of entitlement
- Take all the credit for their victories
- Watch TV everyday
- Think they know it all
- Blame others for their failures
- Say they keep a journal but really don't
- Fly by their seat of their pants
- Talk about people in negative way
- Hoard information and data
- Operate from a transactional perspective
- Secretly hope others fail
- Don't know what they want to be
- Never set goals
- Exude anger

Today's Leadership Technology

Impact of Technology

- Videophones
 - VRS
 - VP to VP (point-to-point)
 - VRI
 - Wavello
- Social Media

Smartphones/Tablets

- So many different apps

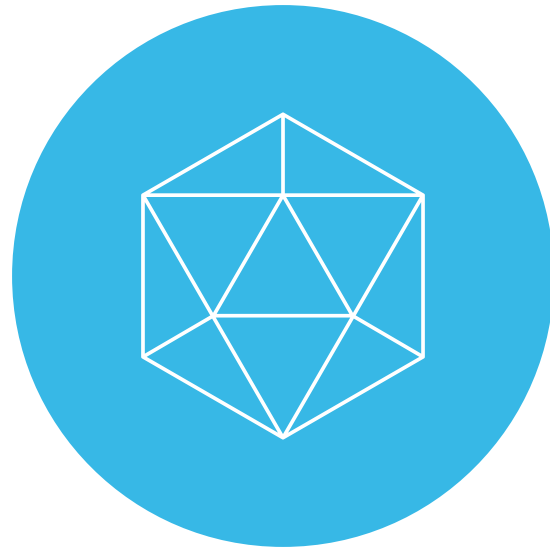


Sharing knowledge creates power ~ Knowledge is power.



Mission of “Unity”

- Deaf Community turning followers into leaders
- To develop as seasoned leaders, set example for ourselves
- Engage more and strengthen ties with Deaf youth and organizations
- Get involved and tackle on “isms”
 - Deaf organizations shrinking
 - Deprivation of ASL
 - Policy and system changes



United We Thrive: It Starts Within Us

“People are opting out of vital conversations about diversity and inclusivity because they fear looking wrong, saying something wrong, or being wrong.

Choosing our own comfort over hard conversations is the epitome of privilege, and it corrodes trust and moves us away from meaningful and lasting change.”

~Brene Brown, Dare to Lead



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